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Financing of the United Nations Stabilization Mission in Haiti

Budget for the United Nations Stabilization Mission in Haiti for the period from 1 July 2007 to 30 June 2008

Report of the Secretary-General*

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* The delay in the submission of the present report was due to the need for additional substantive and technical consultations.

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Summary

The present report contains the budget for the United Nations Stabilization Mission in Haiti (MINUSTAH) for the period from 1 July 2007 to 30 June 2008, which amounts to $537,664,300.

The budget provides for the deployment of 7,200 military contingents, 1,951 United Nations police officers, including 1,000 in formed units, 16 government-provided personnel, 546 international staff, 1,268 national staff and 228 United Nations Volunteers, including temporary positions.

The total resource requirements for MINUSTAH for the financial period from 1 July 2007 to 30 June 2008 have been linked to the Mission's objective through a number of results-based frameworks, grouped by components: democratic development and consolidation of State authority; security, public order and development of the rule of law; human rights; humanitarian and development coordination; and support. The human resources of the Mission in terms of number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2007 to 30 June 2008.)

Category	*Expenditures (2005/06)*	*Apportionment (2006/07)*	*Cost estimates (2007/08)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	239 674.5	266 016.2	255 444.8	(10 571.4)	(4.0)
Civilian personnel	88 831.9	99 988.6	118 543.9	18 555.3	18.6
Operational costs	151 130.2	123 202.3	163 675.6	40 473.3	32.9
Gross requirements	**479 636.6**	**489 207.1**	**537 664.3**	**48 457.2**	**9.9**
Staff assessment income	8 664.8	9 398.7	12 299.4	2 900.7	30.9
Net requirements	**470 971.8**	**479 808.4**	**525 364.9**	**45 556.5**	**9.5**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**479 636.6**	**489 207.1**	**537 664.3**	**48 457.2**	**9.9**

Human resources

	Military observers[a]	*Military contingents*[a]	*United Nations police*[a]	*Formed police units*[a]	*International staff*	*National staff*[b]	*Temporary positions*[c]	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management											
Approved 2006/07	—	—	—	—	22	12	—	—	—	—	34
Proposed 2007/08	—	—	—	—	20	12	—	—	—	—	32
Components											
Democratic development and consolidation of State authority											
Approved 2006/07	—	—	—	—	92	74	—	36	—	—	202
Proposed 2007/08	—	—	—	—	89	106	—	24	—	—	219
Security, public order and development of the rule of law											
Approved 2006/07	—	7 500	897	1 000	34	61	2	28	—	—	9 522
Proposed 2007/08	—	7 200	951	1 000	50	86	2	47	16	—	9 352
Human rights											
Approved 2006/07	—	—	—	—	22	32	—	6	—	—	60
Proposed 2007/08	—	—	—	—	24	32	—	8	—	—	64
Humanitarian and development coordination											
Approved 2006/07	—	—	—	—	8	6	—	3	—	—	17
Proposed 2007/08	—	—	—	—	8	15	—	3	—	—	26
Support											
Approved 2006/07	—	—	—	—	310	856	50	116	—	—	1 332
Proposed 2007/08	—	—	—	—	334	986	50	146	—	—	1 516
Total											
Approved 2006/07	—	7 500	897	1 000	488	1 041	52	189	—	—	11 167
Proposed 2007/08	—	7 200	951	1 000	525	1 237	52	228	16	—	11 209
Net change	**—**	**(300)**	**54**	**—**	**37**	**196**	**—**	**39**	**16**	**—**	**42**

[a] Represents highest level of authorized/proposed strength.

[b] Includes National Officers and national General Service staff.

[c] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Stabilization Mission in Haiti (MINUSTAH) was established by the Security Council in its resolution 1542 (2004). The most recent extension of the mandate, until 15 October 2007, was authorized by the Council in its resolution 1743 (2007).

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, to restore peace and security and to further the constitutional and political process that is under way in Haiti.

3. Within this overall objective, the Mission will, during the budget period, contribute to a number of expected accomplishments by delivering the related key outputs set out in the frameworks below. The presentation of the frameworks reflects the Mission's focus in the political and security fields in support of the elected Government of Haiti; democratic development and consolidation of State authority; security, public order and development of the rule of law; human rights; humanitarian and development coordination; and support.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission, and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared to the budget for 2005/06, including reclassifications, have been explained under the respective components.

5. The Mission will seek efficiency gains through: (a) the establishment of the United Nations Radio, which would obviate the need to purchase airtime for broadcasting activities; (b) an agreement with the Haitian National Airports Authority for the provision of fire-fighting services at Jacmel airfield and Port-au-Prince airport, thereby reducing the Mission's related costs; (c) a revision of the schedule on the rotation of vehicles, resulting in fewer replacements and a reduction in the number of reserve vehicles; and (d) the downgrading of one post from the P-3 to the P-2 level in the Disarmament, Demobilization and Reintegration Section and the conversion of 2 posts from the P-3 level to Field Service in the Procurement Section.

6. The Mission is established in all 10 of Haiti's provinces (departments). The Mission headquarters is located in Port-au-Prince, and four regional headquarters have been established in Port-au-Prince, Cap-Haïtien, Les Cayes and Gonaïves. MINUSTAH offices are also established in all the principal cities of the 10 provinces (Port-au-Prince, Cap-Haïtien, Port-de-Paix, Fort Liberté, Hinche, Gonaïves, Jacmel, Miragoâne, Les Cayes and Jérémie). The military component of the Mission is deployed in eight areas of responsibility (Port-au-Prince, Gonaïves, Cap-Haïtien, Fort Liberté, Mirebalais, Croix des Bouquets, Léogâne and Les Cayes) with the contingents deployed in 27 locations. The United Nations police component is deployed in all 10 provinces.

Executive direction and management

7. Overall Mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General											
Approved posts 2006/07	1	1	3	2	—	4	—	**11**	6	—	**17**
Proposed posts 2007/08	1	1	2	1	—	3	—	**8**	6	—	**14**
Net change	—	—	**(1)**	**(1)**	—	**(1)**	—	**(3)**	—	—	**(3)**
Office of the Principal Deputy Special Representative											
Approved posts 2006/07	1	—	2	—	—	2	—	**5**	3	—	**8**
Proposed posts 2007/08	1	1	2	—	—	2	—	**6**	3	—	**9**
Net change	—	**1**	—	—	—	—	—	**1**	—	—	**1**
Office of the Deputy Special Representative (humanitarian and development coordination)											
Approved posts 2006/07	1	—	3	—	—	2	—	**6**	3	—	**9**
Proposed posts 2007/08	1	—	3	—	—	2	—	**6**	3	—	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2006/07	3	1	8	2	—	8	—	**22**	12	—	**34**
Proposed 2007/08	3	2	7	1	—	7	—	**20**	12	—	**32**
Net change	—	**1**	**(1)**	**(1)**	—	**(1)**	—	**(2)**	—	—	**(2)**

[a] Includes National Officers and national General Service staff.

8. In the Office of the Special Representative of the Secretary-General, it is proposed that 3 international posts comprising a Senior Political Affairs Officer (P-5), an Analyst (P-3) and an Administrative Assistant (General Service (Other level)) be redeployed to establish the Joint Mission Analysis Cell as a separate entity. The Advisory Committee on Administrative and Budgetary Questions, in paragraph 33 of its related report (A/59/736/Add.13), had approved the proposed establishment of those 3 posts in the Office of the Special Representative of the Secretary-General to perform Joint Mission Analysis Cell functions. In accordance with organizational policy, a review of MINUSTAH requirements for Joint Mission Analysis Cell functions was undertaken and it has been determined that dedicated Joint Mission posts would ensure the efficient coordination and support of the Mission's requirements for intelligence support and analyses. Information on the establishment of the Joint Mission Analysis Cell is provided in paragraph 25 below.

9. In the Office of the Principal Deputy Special Representative, it is proposed to establish 1 new post for a Coordinator of the Working Group on the Rule of Law (D-2) who would be responsible for the synchronization and harmonization of the efforts to reform the justice, police and corrections systems. In paragraph 14 of its resolution 1743 (2007), the Security Council requested MINUSTAH to provide necessary support for the Haitian authorities' efforts to reform the key elements of justice and the corrections sectors, closely synchronized with the plan for the reform and restructuring of the Haitian National Police. While efforts to reform the Haitian National Police are under way within the framework of the Haitian National Police Reform Plan adopted by the Government of Haiti on 6 August 2006, no consolidated framework exists at this stage for the reform of the justice and corrections systems. In view of the lessons learned during the United Nations engagement in Haiti in the 1990s, it is considered essential that reform in these three areas proceed in a coordinated and integrated manner, in line with the Security Council resolution. The incumbent of the post would provide executive direction to the Mission's effort on the rule of law reform by ensuring cohesion among the activities of the United Nations police, Justice, Civil Affairs and Human Rights Sections. He/she would ensure the effective and efficient use of the Mission's resources while driving the Working Group to create and maintain momentum in reform of the rule of law; would serve as a key interface at the political level with the executive and legislative bodies of government, in order to build consensus on the reform agenda as well as to provide expertise on the development of the reform strategy; and would serve as an interlocutor for the international community, notably, the Core Group, in order to ensure the sustained engagement of the international community on the rule of law reform in Haiti. The post is proposed at the D-2 level, in view of the technical and substantive complexity involved in the development and implementation of rule of law reform processes.

Component 1: democratic development and consolidation of State authority

Expected accomplishments	*Indicators of achievement*
1.1 All-inclusive political dialogue and national reconciliation in Haiti	1.1.1 The Government maintains a dialogue with different sectors of society on national priorities
	1.1.2 Establishment by the Ministry of Planning and External Cooperation of a mechanism to manage, monitor and evaluate international aid

Outputs

- 4 meetings per month with the President/Prime Minister to coordinate the activities of the Government of Haiti and those of MINUSTAH, especially regarding security operations and areas related to the MINUSTAH mandate
- 3 meetings per month with the President's main advisers to promote an all-inclusive political process
- Chairing of monthly meetings of the "core group", comprising senior MINUSTAH leadership, regional and subregional organizations, international financial institutions and representatives of the diplomatic community, on the effectiveness of the international response to Haiti's need
- Provision of good offices between the political party leaders and government officials
- Weekly meetings with political party representatives to consolidate agreement on the democratic transition

and an all-inclusive political dialogue leading to a common understanding of basic principles of governance and the future of the country

- Organization of 8 meetings with the Ministry of Planning and External Cooperation on development and implementation of new mechanisms to support the "post-Interim Cooperation Framework" coordination of international aid

- Public information campaign, in collaboration with civil society, on reconciliation and mediation, including 6 programmes on United Nations radio, 4 television programmes and 4 public events in the multimedia centres in all the departments (videoconference, workshop or debate), 20 town hall meetings and seminars for civil society, decision makers and Haitian authorities; 120 banners, 7,500 flyers, 1,000 T-shirts, 3,000 posters, 100,000 pamphlets, 18,000 stickers and 1,200 minutes of local radio airtime

Expected accomplishments	*Indicators of achievement*
1.2 Strengthened national democratic institutions in Haiti	1.2.1 Adoption of rules of procedures by the two chambers of Parliament
	1.2.2 Establishment of work programmes for all parliamentary committees: 14 at the Senate and 28 at the House of Representatives, and conduct of bi-weekly meetings of the committees
	1.2.3 The Parliament adopts a comprehensive Electoral Code that includes laws on establishing the electoral management body; voter registration and identification; political party and campaign finance; boundary delimitation; the conduct of elections; and sanctions for electoral offences
	1.2.4 Establishment of the Permanent Electoral Council that functions in full compliance with the Electoral Code

Outputs

- Advice to the Parliament on the improvement of their rules of procedures using, in particular, best practices of other national legislatures

- Organization of thematic quarterly meetings between parliamentarians and the international community to promote dialogue on topics including reform of the State, decentralization, child protection, disarmament, demobilization and reintegration, gender and access to basic services such as health care, education, water and electricity

- Organization of multi-targeted quarterly training workshops for joint groups of senators, parliamentarians and high-ranking staff of the Parliament, stressing the principles of the legislative process, parliamentary committees, value of public hearings, representation, constituency outreach, transparency and accountability, State responsibilities and non-discrimination, economics and the budget process, with emphasis on the gender perspective

- Bi-weekly meetings with parliamentarians to facilitate consensus-building on contentious political issues including reform of the State, decentralization, child protection, disarmament, demobilization and reintegration, gender and access to basic services such as health care, education, water and electricity

- Conduct of bi-weekly meetings with the President of both chambers of the Parliament to foster trust and understanding between the legislature and the Mission
- Public information campaign, in collaboration with the members of Parliament, on the strengthening of democratic institutions, including 20 town hall meetings and seminars for 20 parliamentarians in their respective districts, 4 programmes on United Nations radio, 2 television programmes, 2 radio spots, 2 pages in the local newspaper, 45,000 flyers and 48 banners and 1,200 minutes of local radio airtime, a website, press conferences and press releases
- Weekly meetings with community representatives, civil society leaders and local officials, in order to foster a common understanding of basic principles of governance and the future of democracy in Haiti, as well as to plan and implement community-level confidence-building measures and dialogue initiatives, in particular in urban slum areas and in conflict-prone rural areas coordinated at the regional level
- Organization of 28 workshops in the 10 departments, in cooperation with the national electoral authorities (Permanent Electoral Council and its offices in the departments and communes) for (a) the Parliament and Permanent Electoral Council to develop a comprehensive electoral code, (b) political parties and civil society organizations on electoral and registration legislation reform and overall electoral legal framework in order to create an integral electoral code divided into 6 laws, and (c) 100 electoral staff in preparation for future elections
- Organization of 4 leadership workshops for 30 women on empowerment in politics
- A nationwide public information campaign, in cooperation with the Provisional Electoral Council, on the electoral process, including 60 information segments on United Nations radio, 8 radio spots, 3 television programmes and promotional items (100 banners, 5,000 T-shirts, 50,000 pamphlets, 5,000 posters)

Expected accomplishments	*Indicators of achievement*
1.3 State authority re-established and strengthened throughout Haiti	1.3.1 Promulgation of laws on public administration by the Government, including decentralization measure and provisions on ethics and transparency in local administrations
	1.3.2 Promulgation of laws on financial autonomy and accountability of local government structures by the Government
	1.3.3 All 140 municipalities have elected authorities in place and 568 communal sections have installed elected officials (2005/06: 0, 2006/07: 129 municipal authorities, 2007/08: 140 municipal authorities and 568 communal sections)
	1.3.4 Increase in the overall State revenue (2005/06: 18.7 billion gourdes, 2006/07: 21.94 billion gourdes, 2007/08: 23.4 billion gourdes)

Outputs

- Advice to the Haitian authorities on the review of national legislation on decentralization, local civil service and local administration, including local public finance
- Bi-weekly meetings with the Office of the President, Prime Minister, and Ministry of the Interior to advise on strategic planning, process management and regulation of conduct of work
- Advice to the Ministry of Social Affairs and Institut du bien-être social et de la recherche, a directorate of the Ministère des affaires sociales et du travail, on child protection and children in conflict with the law
- Organization of 20 seminars, in cooperation with the Government, on good governance for civil society, decision makers and Haitian authorities throughout the 10 departments
- Advice to the Haitian Government on measures to be implemented in order to strengthen its authority on the whole territory, with particular emphasis on improving its revenue collection and stressing the role of public servants and elected officials at the national, departmental, communal level in improving their planning capacity and management skills to deliver basic public services and utilities, including budget planning, taxation, revenue collection and income-generating projects
- Implementation of 125 quick-impact projects in the areas of training/capacity-building (35), infrastructure rehabilitation (40), public services (30) and social mobilization (20) for the benefit of elected officials and administrative staff and in anticipation of broader donor involvement
- A public information campaign at the national and departmental levels to promote good governance, including 12 programmes on United Nations radio, 2 television programmes, 4 radio spots, weekly media encounters in the 10 departments, 2 publications on the weekly page of the local newspaper, 45,000 flyers and 84 banners, 1,200 minutes of local radio airtime, website, press conferences and press releases
- One nationwide start-up training programme for 10 *delegués*/30 *vice delegués* and 10 regional start-up training programmes for 140 municipal elected officials, as well as civil servants to build the capacity of locally elected officials and civil servants on public administration and decision-making processes, and to promote women's participation and the participation of civil society in the local administration

External factors

Stakeholders at all levels will continue to cooperate

Table 2

Human resources: component 1, democratic development and consolidation of State authority

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs and Planning Division											
Approved 2006/07	—	1	6	3	1	1	—	**12**	6	—	**18**
Proposed 2007/08	—	1	8	3	1	1	—	**14**	6	—	**20**
Net change	—	—	**2**	—	—	—	—	**2**	—	—	**2**
Civil Affairs Section											
Approved 2006/07	—	1	19	17	11	2	—	**50**	23	15	**88**
Proposed 2007/08	—	1	19	17	9	2	—	**48**	35	16	**99**
Net change	—	—	—	—	**(2)**	—	—	**(2)**	**12**	**1**	**11**
Communications and Public Information Section											
Approved 2006/07	—	1	2	14	4	1	—	**22**	40	8	**70**
Proposed 2007/08	—	1	2	13	5	1	—	**22**	53	8	**83**
Net change	—	—	—	**(1)**	**1**	—	—	—	**13**	—	**13**
Electoral Assistance Section											
Approved 2006/07	—	1	3	3	—	1	—	**8**	5	13	**26**
Proposed 2007/08	—	1	2	1	—	1	—	5	12	—	**17**
Net change	—	—	**(1)**	**(2)**	—	—	—	**(3)**	**7**	**(13)**	**(9)**
Total											
Approved 2006/07	—	4	30	37	16	5	—	**92**	74	36	**202**
Proposed 2007/08	—	4	31	34	15	5	—	**89**	106	24	**219**
Net change	—	—	**1**	**(3)**	**(1)**	—	—	**(3)**	**32**	**(12)**	**17**

[a] Includes National Officers and national General Service staff.

Justification

International staff: net reduction of 3 posts

10. A net reduction of 3 posts is the result of the abolishment of 3 posts (1 P-4 and 2 P-3), the abolishment of 2 Field Service posts to create 2 National Officer posts, the abolishment of 1 P-3 post and the creation of 3 new posts (2 P-5 and 1 Field Service).

11. In the Political Affairs and Planning Division, it is proposed to create 2 new posts for Senior Political Affairs Officers (P-5) to serve as senior experts in the Office of the President of Haiti, in response to the request from the President for capacity and institution-building and in line with paragraph 6 of Security Council resolution 1743 (2007). The incumbents of the posts would assist in facilitating effective implementation of the mandate by improving the efficiency and effectiveness of the Office of the President and by enhancing communications and

dialogue between relevant counterparts. They would provide expertise on the formulation of the options for policy assessment; would assist in translating presidential decisions into operational documents and in developing efficient working policies in the President's Office, particularly in the areas that could promote stability in the country; and would facilitate interaction between the Mission and its highest-level government counterpart. The posts are proposed at the P-5 level in view of the seniority of counterparts that the incumbents would be required to support and the judgement required for developing policy options, and would entail support as follows:

(a) The first proposed post for senior expert in the Office of the President would support the President's security advisers by providing expert advice for the development of policy options pertaining to the development and implementation of a workplan in key areas related to security, law and order, as well as reform of the rule of law.

(b) The second proposed post for senior expert in the Office of the President would support the President's advisers in formulating a comprehensive external relations strategy vis-à-vis key donor Governments and multilateral agencies at the highest policymaking level, thereby promoting a coherent and coordinated overall international approach in support of MINUSTAH's mandated tasks.

12. In the Civil Affairs Section, 2 Field Service posts (Administrative Assistants) are proposed to be abolished to create 2 National Officer posts (Civil Affairs Officers). The Civil Affairs Section is undertaking the coordination role on all issues involving governance, institutional support and extension of State authority to the local level; undertaking the leading role on activities related to institutional strengthening capacity-building and streamlining the law for decentralization; and undertaking the executive role at the central and departmental levels for the Ministry of Interior. Accordingly, one Civil Affairs National Officer would be required to work with the Ministry of Interior as a member of the Institutional Support Unit, and another Civil Affairs National Officer would be dedicated to the Parliament Liaison Office to ensure proper follow-up to multiple committees and working groups within the Parliament. Two Field Service posts (Administrative Assistants) are proposed to be abolished.

13. In the Communications and Public Information Section, it is proposed to abolish 1 P-3 post (Public Information Officer) and to create 1 new post (Field Service) for a Communications Engineer to manage the complex technical operation of a multisite videoconferencing system for MINUSTAH multimedia centres. A proactive communications and public outreach strategy is being implemented through the establishment of multimedia centres which would enable communications among civil society groups by means of a videoconferencing system, thereby facilitating reconciliation and national dialogue throughout Haiti.

14. In the Electoral Assistance Section, it is proposed to abolish 1 P-4 post (Electoral Operations Officer) and 2 P-3 posts (Finance Officer and Regional Coordinator) as the residual activities of the past elections are expected to be completed by June 2007.

National staff: net increase of 32 posts

15. A net increase of 32 posts (20 National Officers and 12 national General Service staff) results from the creation of 30 posts (19 National Officers and 11 national General Service staff), the abolishment of 2 Field Service posts to create National Officer posts and the abolishment of 1 National Officer post to create a national General Service post.

16. In the Political Affairs and Planning Division, as part of the reorganization of the Division, it is proposed to abolish 1 National Officer post (Interpreter/Translator) in view of the bilingual capability of all Political Affairs Officers and to establish 1 additional national General Service post (Driver/Clerk). The Driver/Clerk would be required to deliver sensitive documents to the Mission's key political interlocutors as many of them do not have access to electronic mail or facsimile. In addition, many officers conduct meetings or attend functions outside the Mission headquarters, requiring a driver who is familiar with outlying locations.

17. In the Civil Affairs Section, 12 additional National Officers are proposed. The Security Council, in paragraph 8 of its resolution 1702 (2006), and paragraph 6 of its resolution 1743 (2007), called upon MINUSTAH to expand its support to the Government of Haiti in strengthening State institutions, especially outside Port-au-Prince. Accordingly, the Civil Affairs Section is undertaking the coordination role on all issues involving governance, institutional support and extension of State authority to the local level; undertaking the leading role on activities related to institutional strengthening, capacity-building and streamlining the law for decentralization; and undertaking the executive role at the Central and Departmental levels for the Ministry of Interior. It is therefore proposed that 10 posts for Civil Affairs National Officers be established for 10 regional offices to carry out civil affairs functions. The Officers would work closely with the Departmental Assemblies, Communal Section Assemblies and Communal Section Administrative Councils. Two additional Civil Affairs National Officers would also be required, one post to work with the Ministry of Interior as a member of the Institutional Support Unit, and the second post to be dedicated to the Parliament Liaison Office to ensure proper follow-up with multiple committees and working groups within the Parliament. Two Field Service posts (Administrative Assistants) are proposed to be abolished, as indicated in paragraph 12 above.

18. In the Communications and Public Information Section, it is proposed to establish 13 additional posts (2 National Officers and 11 national General Service). The Security Council, in paragraph 19 of its resolution 1702 (2006), and paragraph 21 of its resolution 1743 (2007), reaffirmed the need to maintain a proactive communications and public outreach strategy to improve public understanding of the mandate and role of MINUSTAH in Haiti. In order to maintain a proactive communications and public outreach strategy, the broadcasting of United Nations radio will be increased to a minimum of 12 hours per day, including 2 additional hour-long programmes — broadcast twice a week — to assist the justice and development pillars. Two National Officer posts (1 Radio Editor heading the justice programme and 1 Radio Editor managing the development programme) and 9 national General Service posts (5 Radio Journalists, 2 Radio Researchers and 2 Radio Technicians) would be required to meet broadcasting requirements for a minimum of 12 hours per day. In addition, 2 posts for Communications Technicians (national General Service) would be required to provide adequate support in

managing the complex technical operation of a multisite videoconferencing system for MINUSTAH multimedia centres.

19. In the Electoral Assistance Section, 7 National Officers for District Coordinators are proposed in lieu of 13 United Nations Volunteers, to support the MINUSTAH mandate for capacity-building and to serve as support to the Electoral Departmental Bureau and the Electoral Communal Bureau. The Officers would be devising regional operation plans, coordinating with and assisting the Permanent Electoral Council in planning elections. It is expected that MINUSTAH would retain the responsibility for advisory services to the Government on election management and legislation.

United Nations Volunteers: net reduction of 12 positions

20. A net reduction of 12 positions is the result of the abolishment of 13 volunteer positions and the creation of 1 volunteer position.

21. In the Civil Affairs Section, 1 additional position for a Customs Specialist would be required. In view of the difficulties faced by the Haitian Customs Authority, MINUSTAH would need to provide a Customs Specialist who would assist the Haitian authorities on policies and best practices aimed at reinforcing a sustainable and fully accountable revenue collection system as well as the secure management of selected border/sea entry points.

22. In the Electoral Assistance Section, it is proposed to abolish 13 volunteer positions (District Coordinators) as the residual activities related to the past elections are projected to be completed by June 2007. Seven National Officer posts for District Coordinators are proposed in lieu of the 13 United Nations Volunteers, as indicated in paragraph 19 above.

Component 2: security, public order and development of the rule of law

Expected accomplishments	*Indicators of achievement*
2.1 Secure and stable environment in Haiti	2.1.1 Sensitive locations, such as Cité Soleil and Bel-Air, are accessible to humanitarian and development organizations, all roads are open with complete freedom of movement without armed escort (2005/06: 100 per cent of movements requiring armed escort, 2006/07: 90 per cent, 2007/08: 30 percent)
	2.1.2 Decrease in the total number of reported kidnappings in Port-au-Prince (2005/06: 531 kidnappings, 2006/07: 335, 2007/08: 120)
	2.1.3 30,000 weapons registered by the Haitian National Police (2004/05: 0, 2005/06: 0, 2006/07:0, 2007/08: 30,000)

2.1.4 Decrease in the number of officially recorded wrongful deaths in Haiti (2005/06: 547, 2006/07: 483, 2007/08: 438)

2.1.5 Increase in the number of Community Violence Prevention and Development Committees operational in volatile areas (2005/06: 4, 2006/07: 8, 2007/08: 10)

Outputs

- 579,744 mobile patrol person days (22 troops per patrol x 4 patrols per infantry company x 18 companies x 366 days)
- 691,740 troop fixed-site days to secure key sites and installations (105 troops per fixed-site x 18 fixed-sites x 366 days)
- 447,984 fixed/mobile checkpoint days to provide security along major roads (17 troops per checkpoints x 4 checkpoints per infantry company x 18 companies x 366 days)
- 56,364 troop days of quick-reaction capacity to pre-empt, prevent and deter the escalation in imminent security threats (77 troops per company x 2 companies x 366 days)
- 528 air patrol sorties (44 air patrol sorties per month x 12 months) comprised of military air patrol sorties (5 military staff per sortie), joint United Nations police/Haitian National Police air patrol sorties (2 United Nations police and 2 Haitian National Police personnel per sortie) and Joint Mission Analysis Cell air patrol sorties (3 Joint Mission Analysis Cell staff per sortie)
- 7,200 troop months (150 troops per operation x 4 operations per month x 12 months) and 3,600 joint United Nations police operations (75 United Nations police personnel per operation x 4 operations per month x 12 months) with the Haitian National Police in a front-line role, including preventive joint tactical patrols, tactical operations against criminal/insurgent targets and strategic operations
- 188,460 formed police patrol days with the Haitian National Police (10 police personnel per patrol x 3 patrols per platoon x 3 platoons per formed police unit x 6 formed police units x 349 days)
- 131,760 military troop patrol days to monitor major crossing points along the border (30 troops per patrol x 4 patrols per infantry company x 3 companies x 366 days)
- 2,196 police patrol days with the Haitian National Police to reinforce Haitian National Police border operations (2 specialized United Nations police personnel at 3 key border crossings x 366 days)
- 4,392 United Nations police airport external perimeter patrol days with the Haitian National Police (2 United Nations police personnel per patrol x 2 patrols x 3 international airports (Port-au-Prince, Les Cayes, Cap-Haïtien) x 366 days)
- Operational back-up for the Haitian National Police in civil disorder management and crowd control
- Operational support for the Haitian National Police through the co-location of the United Nations police personnel in 50 main Haitian National Police stations throughout the country

- Information collection and analysis for the Haitian National Police leading to joint operations by the Haitian National Police and MINUSTAH

- Advice for the National Commission for Disarmament, Demobilization and Reintegration and the Haitian National Police, in collaboration with international financial institutions, international development agencies and non-governmental organizations, on the development and implementation of the National Strategy for Disarmament, Demobilization and Reintegration/Community Violence Reduction and on processing improved legislation for the control of small arms and light weapons, as well as logistical support for implementation of the operational aspects for disarmament, demobilization and reintegration, such as storage, disposal and destruction of weapons and armaments collected

- Advice to the Haitian National Police on registration of small arms into the weapons management database (Demobilization, Reintegration and Weapon Management)

- Implementation of 50 community-based capacity-building projects through the Community Violence Prevention and Development Committees associated directly with the reinsertion of armed gang members, and children and women associated with the armed violence

- Advice to the Haitian authorities (Executive, National Commission on Disarmament, Demobilization and Reintegration, Ministry of Justice) on the drafting and setting up of Transitional Justice Mechanisms to strengthen the legal framework supporting the disarmament programme, inter alia, by organizing 2 conferences and 15 meetings to consult and raise awareness of transitional justice issues among public officials, civil society representatives and community groups

- Nationwide information, advocacy and outreach campaigns on law and order through daily United Nations radio programming (520 newscasts, 52 current affairs programmes, 52 service-oriented programmes and 104 programmes co-produced with country team members), 12 television programmes, 12 publications on the weekly page of the local newspaper, website, press conference, press releases, dissemination of United Nations police hotline, promotional items (150 banners, 30,000 flyers, 5,000 T-shirts, 3,000 posters, 50,000 pamphlets) and the organization of 3 public events on law and order, organized in cooperation with United Nations police and the Haitian National Police, in the media centres for 30 members of civil society, journalists and local authorities (videoconference, workshop or debate)

- Nationwide information, advocacy and outreach campaign on non-violence and arms control in support of disarmament, demobilization and reintegration process, as well as on violence reduction, community mobilization and disarmament, demobilization and reintegration for children, through 2 weekly and 6 special radio programmes on United Nations radio, 12 radio spots, 8 television programmes as well as 8 publications on the weekly page of the local newspaper, website, press conference, press releases, promotional items (120 banners, 20,000 flyers, 5,500 T-shirts, 52,000 pamphlets, 5,500 posters, 25,000 stickers, 1,000 bandanas, 300 soccer balls), and 3 public events on non-violence and arms control in the media centres for 30 members of civil society (videoconference, workshop or debate)

Expected accomplishments	*Indicators of achievement*
2.2 Progress towards reform and restructuring of the Haitian National Police	2.2.1 Increase in the total number of sworn Haitian National Police Officers (2005/06: 5,506, 2006/07: 7,000, 2007/08: 8,500)
	2.2.2 Establishment of basic forensic capacity, including ballistics, fingerprints and toxicology, in the Haitian National Police

2.2.3 Haitian National Police resumes full responsibility of securing major national institutions (National Palace, Parliament, Ministries)

2.2.4 50 per cent increase in patrols conducted by the Haitian National Police in sensitive neighbourhoods in Port-au-Prince and in the countryside of Haiti (2005/06: 5 per cent of patrols conducted by the Haitian National Police, 2006/07: 25 per cent, 2007/08: 75 per cent)

Outputs

- Advice to the Haitian National Police on the planning, management and coordination of the Haitian National Police reform plan implementation
- Provision of basic training for 1,400 police cadets, including a 3-month field training programme and background checks of the applicants
- Conduct of remedial field coaching for 1,000 Haitian police officers identified through the competency-vetting process as inadequate in specific competencies
- Conduct of 18 different specialized training courses on judicial police issues for 600 Haitian police officers and public order issues for 1,000 Haitian police officers
- Implementation of institution-building of a Special Weapons and Tactics (SWAT) capability of 50 Haitian police officers and capacity-building of 100 Haitian police officers in close protection operations
- Advice to the Haitian National Police, in conjunction with other Haitian authorities, on the development of an integrated border management strategy
- Advice to the Haitian National Police on the establishment of a fleet management system for 450 Haitian National Police vehicles and training of 20 Haitian National Police personnel on the maintenance and repair of vehicles and generators within the service
- Advice to the Haitian National Police on the design and implementation of an enhanced budget, finance and procurement management system for the Haitian National Police
- Advice to the Haitian National Police, in cooperation with donors, on the production of a design for a nationwide communications system
- Advice to the Haitian National Police on the development of a database in the Judicial Police Directorate containing case files, including organized crime, anti-kidnapping, narcotics, smuggling, human trafficking, illegal arms trafficking and money-laundering, murder, rape and child abuse to be used as a monitoring tool for tracking cases in order to increase the number of suspected criminals to be apprehended
- Advice to the Haitian National Police on establishment of personnel policies and procedures that promote merit-based appointments and promotions

- Design of an advanced training programme for 50 senior officers at the new Haitian National Police Academy to support the new promotion standards
- Conduct of integrity-vetting of 4,500 Haitian National Police officers, in conjunction with the Office of the Inspector-General, with MINUSTAH police providing advice on training certification and sensitization of Haitian National Police officers
- Monitoring of Haitian National Police administrative and judicial police for compliance with policies, procedures, human rights, the law and professional standards and practices through the establishment of a Police Monitoring Information System
- Development of a revised training curriculum for Haitian National Police that integrates human rights throughout theoretical coursework and practical training undertaken by all Haitian National Police officers
- Conduct of human rights and child protection training for 60 police academy trainers and 1,400 police recruits
- Advice to the Haitian National Police on matters of rights of the child to strengthen the capacity of the Brigade Protection des Mineurs in all 10 departments
- Advice to the Haitian National Police on development of special operating procedures and establishment of facilities to receive women victims of violence in police stations
- Conduct of 2 training sessions for 30 Haitian National Police officers in two departments on gender issues
- Processing through disarmament, demobilization and reintegration programme of 350 former police officers decommissioned from the Haitian National Police after the vetting process
- A nationwide public information campaign on police reform, including: 6 programmes on United Nations radio, 2 television programmes, 2 publications on the weekly page of the local newspaper, website, press conference and press releases, 50,000 pamphlets; 2 public events, in cooperation with the Haitian National Police, in the media centres for 30 members of civil society, journalists and local authorities

Expected accomplishments	*Indicators of achievement*
2.3 Reform and institutional strengthening of the judicial and correction systems	2.3.1 Increase in the number of judgements rendered in criminal cases in pilot jurisdictions (2005/06: 157 Cap-Haïtien, 456 in Les Cayes, 115 in Port-au-Prince, 2006/07: 163 in Cap-Haïtien, 474 in Les Cayes, 158 in Port-au-Prince, 2007/08: 169 in Cap-Haïtien, 492 in Les Cayes, 124 in Port-au-Prince)
	2.3.2 Reduction in the percentage of prisoners held in illegal and prolonged pre-trial detention (2005/06: 90 per cent, 2006/07: 85 per cent, 2007/08: 75 per cent)
	2.3.3 The first hearings take place in the Juvenile Tribunals of Cap-Haïtien and Port-au-Prince

2.3.4 Reduction in the percentage of prison escapees (2005/06: 2 per cent, 2006/07: 1.5 per cent, 2007/08: 1 per cent)

2.3.5 Number of recruited and well-trained Direction de l'Administration Pénitentiaire Correction Officers increases to 450 (2004/05: 0, 2005/06: 200, 2006/07: 300, 2007/08: 450)

2.3.6 Adoption of 3 laws ensuring the independence of the judiciary (Superior Council of Magistrates, Statute of Magistrates, School of Magistrates) and promotion of necessary amendments of existing criminal laws

Outputs

- Technical assistance to the Haitian authorities on the legislative reform of laws that require immediate amendment, abrogation and/or promulgation regarding the independence of the judiciary (for example, the Superior Council of Magistrates, the Statute of Magistrates and the School of Magistrates) and adoption of urgent reforms concerning the Penal Code and the Criminal Procedure Code, including advocacy for their urgent amendment and promulgation and on the ratification of international conventions relating to the fight against drugs, organized crime and corruption
- Technical assistance to the Ministry of Justice for the adoption of a strategic plan to prevent and fight corruption within the judicial system
- Assistance to the Ministry of Justice and the School of Magistrates in their combined efforts to set up a well-functioning School of Magistrates with solid training programmes for future judicial actors
- Organization of 10 training sessions for 250 judges, prosecutors, judges of peace, clerks and administrative personnel of a jurisdiction on selected topics of criminal, substantive and procedural laws, in coordination with the Ministry of Justice and/or the School of Magistrates
- Advice to the Ministry of Justice and the Presidents of selected courts and public prosecutors of selected courts on the creation and functioning of specialized panels on organized crime and corruption and capacity-building of judicial actors
- Advice to the Ministry of Justice on the establishment of juvenile tribunals of Port-au-Prince and Cap-Haïtien
- Advice to the Ministry of Justice on the drafting and establishment of an "Itinerant Judges" programme
- Provision of continuous advice and mentoring to judicial actors (10 prosecutors, 10 investigative judges, 10 trial judges), participation in regular coordination meetings between judicial actors and the Haitian National Police and promotion of the use of laws that have fallen into disuse (such as the summary proceedings in criminal matters), as part of the overall aim to reduce the number of illegal pre-trial detention cases and to ensure due process in criminal procedures
- Assistance and technical support to the Ministry of Justice, the different Bar Associations and donors on the drafting and establishment of a sustainable Legal Aid programme throughout the country

- Assistance and technical support to the Ministry of Justice on the revision and adoption of the National Prison Administration strategy (i.e., five-year plan)
- Mentoring of, advice to, training of and provision of technical support to the middle and senior management of correction centres in Port-au-Prince and in 5 departments through 16 field-based experts on various topics of prison management, such as security, administration of detainees, financial issues and health policy
- Conduct of 10 two-hour human rights training for 40 new magistrates, pending the opening of the École de la Magistrature
- Conduct of 20 human rights refresher courses for 90 judicial authorities and 60 prison administration personnel in 6 departments
- Creation of 10 inter-institutional forums at the departmental level to strengthen coordination and communication between judicial, police and penal authorities
- A nationwide public information campaign on the administration of justice, including: 6 programmes on United Nations radio, 4 television programmes, promotion of complaints boxes, 4 publications on the weekly page of the local newspaper, website, press conference and press releases; 100 banners, 10,000 flyers, 5,000 T-shirts, 100,000 pamphlets, 5,000 posters, 5,000 pins; 4 public information workshops in the media centres for 30 members of civil society

External factors

Donors will provide voluntary contributions to support the planning and implementation of the disarmament, demobilization and reintegration programme and will implement coordinated programmes providing resources and technical assistance to support the reform of the Haitian National Police and the judicial and corrections reforms; stakeholders at all levels will continue to cooperate

Table 3
Human resources: component 2, security, public order and development of the rule of law

Category	*Total*
I. Military contingents	
Approved 2006/07	7 500
Proposed 2007/08	7 200
Net change	**(300)**
II. United Nations police	
Approved 2006/07	897
Proposed 2007/08	951
Net change	**54**
III. Formed police units	
Approved 2006/07	1 000
Proposed 2007/08	1 000
Net change	—

IV. Civilian staff	*International staff*								*National staff*[a]	*United Nations Volunteers*	**Total**
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	**Subtotal**			
Office of the Force Commander											
Approved posts 2006/07	—	1	—	—	—	1	—	**2**	3	—	**5**
Proposed posts 2007/08	—	1	—	—	—	1	—	**2**	3	—	**5**
Net change	—	—	—	—	—	—	—	—	—	—	—
Approved temporary positions[b] 2006/07	—	—	—	—	1	—	—	—	1	—	**2**
Proposed temporary positions[b] 2007/08	—	—	—	—	1	—	—	—	1	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2006/07	—	1	—	—	1	1	—	**3**	4	—	**7**
Proposed 2007/08	—	1	—	—	1	1	—	**3**	4	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Police Commissioner											
Approved 2006/07	—	1	5	—	1	1	—	**8**	3	—	**11**
Proposed 2007/08	—	2	5	—	2	1	—	**10**	23	22	**55**
Net change	—	**1**	—	—	**1**	—	—	**2**	**20**	**22**	**44**
Joint Mission Analysis Cell											
Approved 2006/07	—	—	—	—	—	—	—	—	—	—	—
Proposed 2007/08	—	—	1	1	—	1	—	**3**	—	1	**4**
Net change	—	—	**1**	**1**	—	**1**	—	**3**	—	**1**	**4**
Joint Operations Centre											
Approved 2006/07	—	—	—	—	—	—	—	—	—	—	—
Proposed 2007/08	—	—	1	4	—	—	—	**5**	—	—	**5**
Net change	—	—	**1**	**4**	—	—	—	**5**	—	—	**5**
Legal Affairs Section											
Approved 2006/07	—	—	3	—	1	—	—	**4**	3	—	**7**
Proposed 2007/08	—	—	3	1	1	—	—	**5**	2	—	**7**
Net change	—	—	—	**1**	—	—	—	**1**	**(1)**	—	—
Justice Section											
Approved 2006/07	—	1	6	6	—	1	—	**14**	22	8	**44**
Proposed 2007/08	—	1	8	9	—	1	—	**19**	22	10	**51**
Net change	—	—	**2**	**3**	—	—	—	**5**	—	**2**	**7**

Disarmament, Demobilization and Reintegration Section											
Approved 2006/07	—	—	2	3	—	1	—	6	30	20	56
Proposed 2007/08	—	—	2	3	—	1	—	6	36	14	56
Net change	—	—	—	—	—	—	—	—	6	(6)	—
Subtotal, civilian staff											
Approved 2006/07	—	3	16	9	2	4	—	35	61	28	123
Proposed 2007/08	—	4	20	18	3	5	—	51	86	47	183
Net change	—	1	4	9	1	1	—	16	25	19	60
Approved temporary positions[b] 2006/07	—	—	—	—	1	—	—	—	1	—	2
Proposed temporary positions[b] 2007/08	—	—	—	—	1	—	—	—	1	—	2
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2006/07	—	3	16	9	3	4	—	35	62	28	125
Proposed 2007/08	—	4	20	18	4	5	—	51	87	47	185
Net change	—	1	4	9	1	1	—	16	25	19	60
V. Government-provided personnel											
Approved 2006/07											—
Proposed 2007/08											16
Net change											16
Grand total (I-V)											
Approved 2006/07											9 522
Proposed 2007/08											9 352
Net change											(170)

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance.

Justification

International staff: net increase of 16 posts

23. An increase of 16 posts results from the creation of 12 posts (1 D-1, 3 P-5, 7 P-3, 1 Field Service), the redeployment of 3 posts (1 P-5, 1 P-3, 1 General Service (Other level)) from the Office of the Special Representative of the Secretary-General for the establishment of the Joint Mission Analysis Cell and the conversion of 1 post from National Officer to P-3. The reclassification of 1 post from P-3 to P-2 is also reflected.

24. In the Office of the Police Commissioner, it is proposed to establish 1 post for the Deputy Police Commissioner for Development (D-1) and 1 post of Administrative Assistant (Field Service) to support the new Deputy Commissioner in his/her day-to-day activities. In August 2006, the Government of Haiti approved the Haitian National Police Reform Plan, which is at the core of the MINUSTAH

mandate during this phase of the Mission life cycle. To manage and undertake the implementation of the Reform Plan, MINUSTAH police would create five-Directorate pillars: Programme and Planning Directorate, Development and Capacity-Building Directorate, Technical Services Directorate, Administrative Services Directorate and Training Directorate. Pursuant to resolution 1702 (2006), in which the Security Council authorized the increase in the police component of MINUSTAH by 54 additional personnel, the most significant impact would be in the Development Pillar with its responsibility to support the development in the functions of the Inspector General; judicial police; close protection; maritime, air, border, migration and forests; civil protection; fire and natural disaster; and territorial services. The overall management of the Development Pillar is considered to be a complex, intense and highly sensitive activity, which would involve the coordination of inputs from donor Member States, the Government of Haiti, United Nations agencies and programmes and Bretton Woods institutions. In view of the level of responsibility, it is therefore proposed that the post of the Deputy Police Commissioner for Development be approved at the D-1 level.

25. As indicated in paragraph 8 above, it is proposed that 3 posts be redeployed from the Office of the Special Representative of the Secretary-General to establish the Joint Mission Analysis Cell as a separate entity. The Advisory Committee on Administrative and Budgetary Questions, in paragraph 33 of its report (A/59/736/Add.13), had approved the proposed establishment of the 3 posts in the Office of the Special Representative of the Secretary-General to establish a Joint Mission Analysis Cell, comprising 1 post for Senior Political Affairs Officer (P-5), 1 post for Analyst (P-3) and 1 post for Administrative Assistant (General Service (Other level)). The incumbents of these existing posts have already been performing Joint Mission Analysis Cell functions. The Joint Mission Analysis Cell, based upon input from key components of the Mission, provides comprehensive risk analysis encompassing all the dimensions of the Mission, ranging from political, humanitarian, police, disarmament, demobilization and reintegration and military. It consolidates information, verifies its accuracy, and provides analysis and position papers in support of the decision-making process. In accordance with organizational policy, a review of MINUSTAH requirements for Joint Mission Analysis Cell functions was undertaken and it has been determined that dedicated Joint Mission Analysis Cell posts would ensure the efficient coordination and support of the requirements of the Mission for intelligence support and analyses.

26. In accordance with organizational policy, the establishment of the Joint Operations Centre is proposed through the creation of 1 post of Senior Operations Officer (P-5) to manage and oversee the operation of the Centre and 4 posts of Operations Officers (P-3) whose incumbents would be responsible for drafting various written materials. The Joint Operations Centre would operate on a round-the-clock basis and be fully integrated with military personnel, United Nations police, security and civil affairs staff; would coordinate a response to any crisis; would prepare mission-level operations orders and directives for cross-cutting activities; would provide an integrated view of the situation within the Mission area; would provide consolidated daily operational reports and flash reports in cases of emergency; and would maintain continuous communications links between the senior management, various Mission sections, regional offices, military and police components, and relevant civilian staff. To maintain institutional memory and continuity, the Joint Operations Centre would require dedicated posts.

27. In the Legal Affairs Section, it is proposed to reclassify 1 post of Legal Affairs Officer (National Officer) to the P-3 level, in the light of the paucity of qualified national candidates resulting from the departure of a large number of educated Haitians from the country due to the security situation. The Section would require an international expert to work on administrative law, penal and procedural laws, international law (privileges and immunities) and United Nations rules and regulations.

28. In the Justice Section, it is proposed to create 2 new posts of Senior Judicial Affairs Officers (P-5) and 3 new posts of Judicial Affairs Officers (P-3). The Security Council, in its resolution 1702 (2006), urged the Government of Haiti to undertake a comprehensive reform of the police, judiciary and correctional systems, to protect and promote human rights and fundamental freedoms and to end impunity. In order to carry out the mandate, the Mission is implementing the "accompaniment" programme, which includes an advisory role to the Ministry of Justice in the areas of legal and strategic policy and planning; drafting of urgent and emblematic laws particularly in judiciary independence issues; budget and administration; and coordination and dialogue with the donors. For this purpose, 1 Senior Judicial Affairs Officer (P-5) would be required to work directly with the Judicial Inspection Unit and the Conseil Supérieur de la Magistrature on the registration process (evaluation of the professional background and moral qualities of all magistrates — judges and prosecutors), the reinforcement of the judicial inspection capacities and the reorganization within the Conseil Supérieur de la Magistrature to improve its functioning. The other Senior Judicial Affairs Officer (P-5) would provide assistance to the Ministry of Justice and selected courts and public prosecutors' offices for the establishment of special panels as part of the fight against gangs, organized crime and corruption. In view of the new emphasis on the strengthening of the judicial institutions outside Port-au-Prince, the Justice Section has opened 2 field offices and intends to open field offices in 5 more regions. Two Judicial Affairs Officers (P-3) would be required for the new field offices in Saint Marc and Miragoane, whose incumbents would work on the "accompaniment" programme and would be directly involved in supporting the Government's "access to justice" programme, as well as manage the regional offices and be in charge of the implementation of all justice programmes in the regions. A Judicial Affairs Officer (P-3) would be required to strengthen the Justice Section Unit responsible for Bureau Ouest, in view of the heavy workload and complex nature of cases in that area. The incumbent would provide advice to the judges and prosecutors of Port-au-Prince court and other courts in the Western region.

29. In the Disarmament, Demobilization and Reintegration Section, it is proposed to reclassify 1 P-3 post (Disarmament, Demobilization and Reintegration Officer) to a P-2 post (Operations Officer) as part of the Section's restructuring. The Operations Officer would be responsible for the weapons management of the disarmament, demobilization and reintegration process, including tracking the serial numbers of weapons surrendered, as well as monitoring the participants of the disarmament, demobilization and reintegration programme, such as through keeping track of the benefits provided and conducting a trends analysis of the profiles of the participants.

National staff: net increase of 25 posts

30. A net increase of 25 posts (5 National Officers and 20 national General Service) results from the creation of 20 national General Service posts, the

conversion of 6 United Nations Volunteer positions to National Officers and the reclassification of 1 National Officer post to a P-3 post.

31. In the Office of the Police Commissioner, it is proposed that 20 national General Service posts be established in order to strengthen the capacity of the Office to implement mandated activities related to the reform of the Haitian National Police and continued support of MINUSTAH for the institutional strengthening of the Haitian National Police. It is envisaged that MINUSTAH would provide specialized expertise, and bilateral donors would provide direct financial contributions. The 20 proposed posts would comprise the following: (a) 10 Data Entry Clerks to input data in the criminal, operational and administrative databases to be established during the implementation of the Haitian National Police Reform Plan; (b) 5 Communications Technicians to provide technical support to communications installations and modifications related to the Reform Plan and to support the training of national police in communications; (c) 4 Administrative Assistants, each of whom would be assigned to the Directorates of Training, Technical Services, Development and Capacity-Building, and Administrative and General Services; and (d) 1 Driver to be assigned to the new Deputy Commissioner for Development.

32. In the Legal Affairs Section, it is proposed to reclassify 1 National Officer post for a Legal Affairs Officer to the P-3 level, owing to the paucity of suitable national candidates resulting from the departure of a large number of educated Haitians from the country due to the security situation. As indicated in paragraph 27 above, the Section would require an international expert to work on administrative law, penal and procedural laws, international law (privileges and immunities) and United Nations rules and regulations.

33. In the Disarmament, Demobilization and Reintegration Section, the conversion of 6 United Nations Volunteer positions (Disarmament, Demobilization and Reintegration Officers) to National Officer posts (Community Development Officers) is proposed. In developing national capacity for violence reduction at the community level, six pilot Community Violence Prevention and Development Committees have been established, with the facilitation of the Section. Four more Committees would be necessary to provide support for the strengthening of community security in the most violent zones. A period of sustained support for the strengthening of these community structures would be required for approximately 18 months until December 2007, by which time MINUSTAH support may be gradually reduced. For that purpose, 6 National Officers would be required to serve as Community Development Officers.

United Nations Volunteers: net increase of 19 positions

34. A net increase of 19 positions is the result of the creation of 25 positions and the conversion of 6 positions to national posts.

35. In the Joint Mission Analysis Cell, 1 United Nations Volunteer would be required to serve as an Information Officer to assist in supporting the increased activities of the Analysis Cell, which include monitoring of daily situation and media reports and analysing the information collected. In accordance with organizational policy, a review of MINUSTAH requirements for Analysis Cell functions was undertaken and it has been determined that a dedicated Joint Mission

Analysis Cell post would ensure the efficient coordination and support of the Mission requirements for intelligence support and analyses.

36. In the Office of the Police Commissioner, 22 additional United Nations Volunteer positions are proposed to be deployed to the Haitian National Police to assist it to implement its reform plan. The expertise required to support the Reform Plan is generally available from the uniformed police officers. However, additional expertise would be required to provide supplementary technical capacity in functional areas outside the competence of the uniformed police officers. With the mandate of the Mission more focused on the reform of the Haitian National Police, additional resources would be needed to support the related reform and development activities. The 22 proposed additional positions would comprise: 1 position for Project Planning, 1 position for Project Coordination, 1 position for Architect, 1 position for Construction Engineer, 1 position for Maintenance Engineer, 2 positions for Logistic Officers, 2 positions for Procurement Officers, 2 positions for Supply Officers, 1 position for Radio Engineer, 1 position for Telephonic Engineer, 1 position for Microwave Engineer, 1 position for Budget Officer, 1 position for Accounting Officer, 1 position for Finance Officer, 1 position for Internal Auditor, 2 positions for Legal Officers and 2 positions for Personnel Managers.

37. In the Justice Section, 2 additional United Nations Volunteers are proposed. As indicated in paragraph 28 above, the Security Council, in paragraph 8 of its resolution 1702 (2006), and paragraph 6 of its resolution 1743 (2007), called upon MINUSTAH to expand its assistance to support the Government of Haiti in strengthening State institutions, especially outside Port-au-Prince. In response to the mandate, 2 field justice offices have been established and new field offices are to be established in 5 more regions. The 2 United Nations Volunteers proposed would be required to serve as Judicial Affairs Officers and would support the new field offices in Saint Marc and Miragoane.

38. In the Disarmament, Demobilization and Reintegration Section, it is proposed that 6 positions for Disarmament, Demobilization and Reintegration Officers be converted to National Officer posts (Community Development Officers). As indicated in paragraph 33 above, in developing national capacity for violence reduction at the community level, 6 pilot Community Violence Prevention and Development Committees have been established, with the facilitation of the Section. Four more Committees would be necessary to provide support for the strengthening of community security in the most violent zones. A period of sustained support for the strengthening of these community structures would be required for approximately 18 months until December 2008, by which time MINUSTAH support may be gradually reduced.

Component 3: human rights

Expected accomplishments	*Indicators of achievement*
3.1 Progress towards the promotion and protection of human rights, including those of women and children	3.1.1 Adoption of legislation by the Parliament on Office de la Protection du Citoyen in accordance with Paris Principles
	3.1.2 Two international human rights instruments signed and sent to Parliament for ratification

3.1.3 Increase in the number of human rights cases investigated by the "Inspection Générale" and brought before the courts for prosecution (2005/06: 56 cases investigated — 3 cases referred to courts, 2006/07: 75 — 15, 2007/08: 100 — 25)

Outputs

- 12 reports to Haitian authorities, international and national non-governmental organizations, donors and general public on the human rights situation throughout the country
- 3 public thematic reports on specific human rights issues, in cooperation with the Office of the United Nations High Commissioner for Human Rights and other United Nations funds, programmes and agencies
- Training of 240 members of Haitian human rights institutions across 10 departments on human rights monitoring and investigations
- Conduct of 7 training sessions for 130 participants on data collection on incidents of violence against women and on capacity-building of informal groups composed of men fighting against violence against women
- Monitoring and reporting on children in armed conflict to the Security Council and Member States in accordance with relevant Security Council resolutions, including resolution 1612 (2005)
- Advice to the "Inspection Général" of the Haitian National Police on investigating and processing of human rights cases
- Drafting of human rights reports for the purpose of vetting Haitian National Police Officers on individual Haitian National Police elements involved in grave and/or recurrent human rights violations for consideration in the vetting process conducted by the Office of the Inspector-General
- A nationwide public information campaign on human rights during the year, including: 12 programmes on United Nations radio, 6 radio spots, 6 television programmes, 4 pages in the local newspaper, 4 stories on MINUSTAH website, 4 press conferences and 4 press releases; 20 radio spots on local radio stations, 250,000 booklets, 100 banners, 10,000 flyers, 5,000 T-shirts, 100,000 pamphlets, 10,000 posters; 2 three-day seminars/conferences for 50 participants, 2 public events in the media centres for 30 members of civil society
- A nationwide public information campaign on women's participation in politics during the year, including: 2 programmes on United Nations radio, 2 television programmes, 2 pages in the local newspaper, 2 website stories, 2 press conferences and 2 press releases; 20 banners, 500 T-shirts, 2,000 pamphlets, 500 posters

External factors

Stakeholders will be committed to investigating and prosecuting human rights violations in accordance with international standards and in cooperation with international bodies; will be ready to establish a dialogue with the Government on human rights issues; and will continue to cooperate at all levels

Table 4
Human resources: component 3, human rights

Civilian staff	*International staff*								*National staff*[a]	*United Nations Volunteers*	*Total*
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***			
Human Rights Section											
Approved 2006/07	—	1	5	12	—	1	—	**19**	24	5	**48**
Proposed 2007/08	—	1	6	13	—	1	—	**21**	24	6	**51**
Net change	**—**	**—**	**1**	**1**	**—**	**—**	**—**	**2**	**—**	**1**	**3**
Child Protection Unit											
Approved 2006/07	—	—	1	—	—	—	—	**1**	3	1	**5**
Proposed 2007/08	—	—	1	—	—	—	—	**1**	3	1	**5**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Gender Unit											
Approved 2006/07	—	—	1	1	—	—	—	**2**	5	—	**7**
Proposed 2007/08	—	—	1	1	—	—	—	**2**	5	1	**8**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**1**	**1**
Total											
Approved 2006/07	—	1	7	13	—	1	—	**22**	32	6	**60**
Proposed 2007/08	—	1	8	14	—	1	—	**24**	32	8	**64**
Net change	**—**	**—**	**1**	**1**	**—**	**—**	**—**	**2**	**—**	**2**	**4**

[a] Includes National Officers and national General Service staff.

Justification

International staff: increase of 2 posts

39. In the Human Rights Section, it is proposed that 2 posts for Human Rights Investigators (1 P-4 and 1 P-3) be established in connection with a joint vetting mechanism, in which the Human Rights Section would play a major role from the initial investigation stage through the final vetting and certification of the Haitian National Police. Accordingly, the 2 Investigators would be required to work with United Nations police on individual competency and integrity investigations, compilation, review and analysis, and final recommendations in the vetting and certification process.

United Nations Volunteers: increase of 2 posts

40. In the Human Rights Section, 1 additional position would be required for a Human Rights Investigator to support the United Nations police on the joint vetting mechanism described in the preceding paragraph.

41. In the Gender Unit, 1 position for Capacity-Building Officer would be required to support work in the 10 regions in capacity-building of women in politics in the post-electoral strategy. An important function of the incumbent would be to support the Network of Women Candidates for Winning the Elections in order to strengthen political space for women in Haiti where they would be able to develop training,

exchange good practices, learn from the field, and decentralize activities from Port-au-Prince to the departments.

Component 4: humanitarian and development coordination

Expected accomplishments	*Indicators of achievement*
4.1 Improved humanitarian situation and progress towards economic recovery and poverty reduction in Haiti	4.1.1 Establishment of humanitarian and development coordination mechanisms in 10 departments by the Government to plan development issues (2005/06: 2, 2006/07: 7, 2007/08: 10)
	4.1.2 Increase in departmental coordination mechanisms (Tables de Concertation Départementales and related sector coordination) where the Ministry of Planning and External Cooperation, without external support, effectively plans and regulates basic social services delivery (2005/06: 0, 2006/07: 0, 2007/08: 2)
	4.1.3 Increase of 33 per cent in employment for the poorest socio-economic groups compared to 2005/06 (2005/06: 75,300 person-months, 2006/07: 160,000 projected, 2007/08: 100,000)

Outputs

- Coordination of the Mission's activities with the activities of the Government of Haiti and the international community, through 12 meetings with the donor Core Group (diplomatic level) and 12 meetings with the donor coordination group (field level), 10 meetings with the United Nations country team and 10 meetings with the Ministry of Planning and External Cooperation
- Support of the Tables de Concertation Départementales, through training of Ministry of Planning and External Cooperation counterparts at central and departmental levels and advice on coordination of monthly Tables de Concertation Départementales meetings in 10 departments with the participation of government officials and representatives of United Nations agencies, non-governmental organizations and civil society
- Strengthening of the capacity of the Ministry of Planning and External Cooperation through provision of on-the-job training for 35 Ministry of Planning and External Cooperation staff by 7 national officers
- Conduct of 10 workshops (one in each department) on the Tables de Concertation Départementales and sector activity matrix for social service delivery
- Training of 200 senior civil servants (15-20 directors and senior Haitian government staff in each department) on governance
- Communication, logistical and security support to government and assistance community's efforts for disaster response (natural and man-made) in 10 departments
- Nationwide public information and advocacy campaign on local institutions in natural risk and disaster management, during the year, including 2 radio programmes on United Nations radio, 5 radio spots, 1 television programme, 2 pages in the local newspaper, 2 website stories, 2 press conferences and 2 press releases, and promotional items: 20 banners, 500 T-shirts, 1,000 posters, 10,000 pamphlets

External factors

No major natural disasters affecting the humanitarian situation will take place; donors will disburse pledged funds in a timely manner; stakeholders at all levels will continue to cooperate

Table 5
Human resources: component 4, humanitarian and development coordination

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Humanitarian and Development Coordination Section											
Approved 2006/07	—	—	5	1	—	1	—	**7**	3	1	**11**
Proposed 2007/08	—	—	5	1	—	1	—	**7**	12	1	**20**
Net change	—	—	—	—	—	—	—	—	**9**	—	**9**
HIV/AIDS Unit											
Approved 2006/07	—	—	1	—	—	—	—	**1**	3	2	**6**
Proposed 2007/08	—	—	1	—	—	—	—	**1**	3	2	**6**
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2006/07	—	—	6	1	—	1	—	**8**	6	3	**17**
Proposed 2007/08	—	—	6	1	—	1	—	**8**	15	3	**26**
Net change	—	—	—	—	—	—	—	—	**9**	—	**9**

[a] Includes National Officers and national General Service staff.

Justification

National staff: increase of 9 posts

42. In the Humanitarian and Development Coordination Section, 9 additional posts (7 National Officers and 2 national General Service) would be required to cover the expanded activities related to institutional strengthening and capacity-building of the Ministry of Planning and External Cooperation taking into account the Section's leadership role in the preparation and management of development and investment plans. One Humanitarian and Development Coordination Officer would be required in the Ministry of Planning and External Cooperation to assist the Ministry in the coordination activities and to ensure that planning and decision-making processes result in credible and structured plans and programmes. Six Humanitarian and Development Coordination Officers would be required in the field, 1 for each of the 6 departments where the Humanitarian and Development Coordination Section currently has no presence. One Administrative Assistant (national General Service) would be needed to assist the regional Humanitarian Development Officer for the West and South-East departments, and another Administrative Assistant (national General Service) would be required to assist the Humanitarian/Operational Officer.

Component 5: support

Expected accomplishments	*Indicators of achievement*
5.1 Effective and efficient administrative, logistical and security support to the Mission	5.1.1 Increased access to medical services (2005/06: 8 hours per day/5 days per week, 2006/07: 8 hours/ 5 days, 2007/08: 24 hours/7 days)
	5.1.2 Full compliance with International Civil Aviation Organization fire-fighting standards for aviation ground operations at 7 major installations (2005/06: 2, 2006/07: 4, 2007/08: 7)
	5.1.3 All Mission cash transfers are dealt within the premises in the Mission headquarters and the logistics base (2005/06: 10 per cent, 2006/07: 60 per cent, 2007/08: 100 per cent)
	5.1.4 Compliance with environmental standards of the Department of Peacekeeping Operations and of Haiti (2005/06: none, 2006/07: 50 per cent, 2007/08: 70 per cent)

Outputs

Service improvements

- Provision of medical services 24 hours per day, 7 days per week, in Mission headquarters (Port-au-Prince) and the 3 regional headquarters (Gonaïves, Les Cayes and Cap-Haïtien)
- Provision of rescue and fire-fighting services for aviation operations at 3 locations, for which MINUSTAH is solely responsible
- Provision of banking facilities within the United Nations premises in Mission headquarters and the logistics base
- Implementation of an environmental compliance programme

Military, police and civilian personnel

- Rotation of an average strength of 7,200 military contingent personnel, 967 United Nations police officers (including 16 seconded Corrections Officers) and 1,000 formed police personnel
- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment for an average strength of 7,200 military personnel and 1,000 formed police personnel
- Storage and supply of rations and cooking oil for an average strength of 7,200 military personnel and 1,000 formed police personnel in 27 locations
- Administration of 546 international staff, 1,268 national staff and 228 United Nations Volunteers
- Maintenance of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention, monitoring and recommendations on disciplinary action

Facilities and infrastructure

- Maintenance of 45 military sites, 8 United Nations police and formed police sites, 28 civilian staff premises in 10 departments, and maintenance support for 29 United Nations police/Haitian National Police co-location sites
- Maintenance of sanitation services for all premises, including sewage and garbage collection and disposal, in accordance with environmental protocol
- Operation and maintenance of 34 water supply sources and 13 United Nations-owned water purification plants and 1 water bottling plant in Port-au-Prince and 10 departments
- Provision of uninterrupted power supply of 7 to 7.5 megawatts and operation and maintenance of 178 United Nations-owned generators
- Maintenance, upgrading and renovation of 100 km of roads and 5 bridges
- Construction of 8 new helicopter landing sites and maintenance of 30 helicopter landing sites and 4 airfields
- Operation and maintenance of 1 primary fuel depot in Port-au-Prince and 14 fuel-dispensing facilities in 14 locations
- Provision and maintenance of fire systems for Mission facilities in 15 locations to comply with fire safety standards
- Establishment and maintenance of the Joint Geographic Information System Intranet to provide spatial information to online users
- Establishment and maintenance of the property disposal collection yards in 3 regions to implement property disposal requirements
- Provision and maintenance of equipment and supplies in support of 2,042 civilian personnel and 967 United Nations police personnel (including 16 seconded Corrections Officers)
- Engineering support for the establishment of facilities/premises for the disarmament, demobilization and reintegration process

Ground transportation

- Operation and maintenance of 994 vehicles and 88 vehicle attachments in 11 workshops in 11 locations
- Supply and storage of petrol, oil and lubricants for 994 United Nations-owned vehicles and 1,283 contingent-owned vehicles
- Operation of a daily shuttle service 7 days a week for an average of 450 personnel (international and national staff, United Nations Volunteers, United Nations police personnel and military staff officers)
- Operation of cargo truck convoys 3 times a month to resupply food, other goods and engineering material for all regional offices in 10 locations

Air transportation

- Operation and maintenance of 8 military and 3 civilian rotary-wing aircraft and 1 fixed-wing aircraft in 4 airfields

and 12 helicopter landing sites, and deployment of aircraft to 3 temporary operating bases

- Storage and supply of petrol, oil and lubricants for 11 rotary-wing aircraft and 1 fixed-wing aircraft
- Provision of meteorological observation and forecasting services at 7 locations
- Provision of round-the-clock aviation operations support, including search and rescue, casualty and medical evacuation and night flights

Communications

- Support and maintenance of a satellite network consisting of 1 earth station hub in Port-au-Prince and in 16 other remote locations to provide voice, fax, video and data communications
- Support and maintenance of two-way ultra-high frequency trunking network and high frequency radio network consisting of 60 repeaters, 296 base stations, 1,638 mobile radios and 4,124 portable radios; 13 communication centres; 48 microwave links within Port-au-Prince and 24 links in 10 regions
- Support and maintenance of telephone network comprising 35 telephone exchanges for 2,270 users

Information technology

- Support and maintenance of 132 servers, 11 workstations, 2,385 desktop computers, 570 laptop computers, 899 printers, 205 digital senders and 119 multifunction units
- Support and maintenance of local area network (LAN) and wide area network (WAN) for 2,955 users in 16 locations

Medical

- Operation and maintenance of 24 level-1 clinics and 1 level-2 hospital in Port-au-Prince locations providing medical services to all Mission personnel and to staff of other United Nations agencies in cases of emergency
- Operation and maintenance of a central laboratory in Port-au-Prince and 3 basic laboratories in Cap-Haïtien, Gonaïves and Les Cayes
- Maintenance of Mission-wide land and air evacuation arrangements for all Mission personnel, including strategic air evacuation from level-1 facility to level-2 hospital, and from level-2 hospital to level-3 or level-4 facility
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all Mission personnel
- HIV sensitization programme, including peer education, for all Mission personnel

Security

- Provision of security services 24 hours per day, 7 days per week, for an average of 546 international staff and 228 United Nations Volunteers, including close protection of VIPs, as well as United Nations facilities and sites

- Investigations of incidents/accidents involving Mission personnel and property
- Implementation and update of security plan

External factors

Supplies, equipment and outsourced services will be delivered as contracted

Table 6
Human resources: component 5, support

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Conduct and Discipline Team[b]											
Approved temporary positions 2006/07	—	—	3	1	1	—	—	**5**	2	—	**7**
Proposed temporary positions 2007/08	—	—	3	1	1	—	—	**5**	2	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Security Section											
Approved 2006/07	—	—	2	14	45	1	—	**62**	164	—	**226**
Proposed 2007/08	—	—	3	15	47	1	—	**66**	214	—	**280**
Net change	—	—	**1**	**1**	**2**	—	—	**4**	**50**	—	**54**
Office of the Chief Administrative Officer											
Approved 2006/07	—	1	3	7	19	—	—	**30**	22	—	**52**
Proposed 2007/08	—	1	3	7	20	—	—	**31**	23	1	**55**
Net change	—	—	—	—	**1**	—	—	**1**	**1**	**1**	**3**
Approved temporary positions[b] 2006/07	—	—	—	—	2	—	—	**2**	1	—	**3**
Proposed temporary positions[b] 2007/08	—	—	—	—	2	—	—	**2**	1	—	**3**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2006/07	—	1	3	7	21	—	—	**32**	23	—	**55**
Proposed 2007/08	—	1	3	7	22	—	—	**33**	24	1	**58**
Net change	—	—	—	—	**1**	—	—	**1**	**1**	**1**	**3**
Administrative Services											
Approved 2006/07	—	—	7	20	35	7	—	**69**	409	20	**498**
Proposed 2007/08	—	—	7	19	46	7	—	**79**	417	23	**519**
Net change	—	—	—	**(1)**	**11**	—	—	**10**	**8**	**3**	**21**

Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal			
Approved temporary positions[b] 2006/07	—	—	—	—	4	—	—	4	2	1	7
Proposed temporary positions[b] 2007/08	—	—	—	—	4	—	—	4	2	1	7
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2006/07	—	—	7	20	39	7	—	73	411	21	505
Proposed 2007/08	—	—	7	19	50	7	—	83	419	24	526
Net change	—	—	—	(1)	11	—	—	10	8	3	21
Integrated Support Services											
Approved 2006/07	—	—	10	29	105	5	—	149	261	79	489
Proposed 2007/08	—	—	10	29	114	5	—	158	332	105	595
Net change	—	—	—	—	9	—	—	9	71	26	106
Approved temporary positions[b] 2006/07	—	—	—	—	9	—	—	9	25	16	50
Proposed temporary positions[b] 2007/08	—	—	—	—	9	—	—	9	25	16	50
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2006/07	—	—	10	29	114	5	—	158	286	95	539
Proposed 2007/08	—	—	10	29	123	5	—	167	357	121	645
Net change	—	—	—	—	9	—	—	9	71	26	106
Subtotal											
Approved 2006/07	—	1	22	70	204	13	—	310	856	99	1 265
Proposed 2007/08	—	1	23	70	227	13	—	334	986	129	1 449
Net change	—	—	1	—	23	—	—	24	130	30	184
Approved temporary positions[b] 2006/07	—	—	3	1	16	—	—	20	30	17	67
Proposed temporary positions[b] 2007/08	—	—	3	1	16	—	—	20	30	17	67
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2006/07	—	1	25	71	220	13	—	330	886	116	1 332
Proposed 2007/08	—	1	26	71	243	13	—	354	1 016	146	1 516
Net change	—	—	1	—	23	—	—	24	130	30	184

[a] Includes National Officers and national General Service staff.
[b] Funded under general temporary assistance.

Justification

International staff: increase of 24 posts

43. An increase of 24 posts is the result of the creation of 24 posts (1 P-4, 1 P-3, 1 P-2, 21 Field Service) and reclassification of 2 P-3 posts to Field Service posts.

Security Section

44. In the Security Section, 4 additional posts for Security Officers (1 P-4, 1 P-2 and 2 Field Service) are proposed to augment the staffing of the Section, in connection with its participation in and support of the activities of the Joint Mission Analysis Cell.

Office of the Chief Administrative Officer

45. In the Office of the Chief Administrative Officer, a Budget Assistant (Field Service) is proposed to strengthen the capacity of the Budget Office for improved monitoring and control of funds as well as the enhanced monitoring of the implementation of the Mission's results-based budgeting frameworks.

Administrative Services

46. In the Finance Section, 2 additional posts are proposed to support the projected increase in the number of financial transactions and activities as a result of the increase in the number of Mission personnel. One post is proposed for a Chief Cashier (P-3) and 1 post is proposed for a Finance Assistant (Field Service) in the Accounts Unit.

47. In the Personnel Section, it is proposed to establish 4 additional Field Service posts as Human Resources Assistants; 1 post would be required to support Gonaïves and its surrounding regions, 2 posts would be required to strengthen the National Staff Unit, in particular owing to the employment of 350 interpreters approved in 2006/07, and 1 post would be required to assist in the International Staff Unit in the recruitment process and post management.

48. In the Procurement Section, it is proposed to reclassify 2 P-3 posts (Procurement Officers) to Field Service posts as Procurement Assistants, based on a review of the staffing structure of the Section. The Procurement Assistants would be responsible for goods and services requisition; product substitution proposal to achieve cost savings; market research; potential suppliers and contractors interviews; vendors and contractors performance evaluation; presentations preparation to the Local/Headquarters Committee on Contracts; technical evaluations review from requisitioning offices; purchase orders and contracts review. The establishment of 2 new Procurement Assistants (Field Service) is also proposed to handle vendor roster functions (obtaining vendor information and maintaining vendor file, database and registration form) and to handle expediting/liquidation functions (ensuring timely delivery of goods/services and monitoring liquidation of outstanding obligations).

49. In the General Services Section, 2 additional Field Service posts are proposed, comprising 1 post for a Property Disposal Assistant in the proposed Property Disposal Unit, to process the disposal of all Mission-owned property that has been written off, as well as the disposal of hazardous waste in compliance with

environmental standards, and 1 post for a Language Support Supervisor in the proposed Language Support Unit, to supervise and manage the work programme, individual assignments and performance of 350 interpreters and to monitor and ensure that the services of national interpreters are efficiently utilized.

Integrated Support Services

50. In the Movement Control Section, it is proposed to create 2 posts for Movement and Control Assistants (Field Service) to strengthen the capacity to support the military and police strength, which entails approximately 83 rotation flights transporting up to 14,750 passengers and 700 tons of cargo, by monitoring the flight rotation to ensure passengers and cargo are transported in accordance with ICAO/IATA rules and regulations.

51. In the Engineering Section, 2 Regional Engineering Coordinators (Field Service) would be required to supervise engineering activities at new locations in the region of Hinche and new premises at strategically important border locations.

52. In the Transport Section, it is proposed to establish an additional Field Service post for Budget/Asset Control Assistant to augment the Section's capacity in the budget planning, monitoring and tracking, reporting, creation of requisitions, drafting of performance and other reports, as well as the control and management of transport assets.

53. In the Communications and Information Technology Section, it is proposed to create 4 additional Field Service posts. One post for an IT Security Officer would be necessary in enhancing the Mission's data and network security and ensuring compliance with security best practices. One post for a Public Information Media Outreach Supervisor would be required to provide support services to the Public Information Office media outreach project and to support the increase in planned public information activities. One post for a Budget Assistant/Requisitioner would be required to monitor, plan, report and create requisitions and 1 post for a Warehouse Assistant would be required for supervising the central warehouse in Port-au-Prince as well as subregional warehouses to assist in ensuring the efficient coordination and proper management of Communications and Information Technology Section property, which amounts to approximately $26 million.

National staff: net increase of 130 staff

54. A net increase of 130 posts is the result of the proposed establishment of 133 national General Service posts and the proposed conversion of 3 National Officers posts to United Nations Volunteer positions.

Security Section

55. In the Security Section, it is proposed to establish 50 posts for Security Guards (national General Service) to replace outsourced guards, who have proven to be inadequately trained. Given the security situation in the Mission area, it is considered essential for the Mission to be directly responsible for the selection of more highly trained security personnel for the protection of its premises, including the conduct of regular searches for weapons, explosives and contraband and consistent screening of regular mail, particularly packaged mail.

Office of the Chief Administrative Officer

56. In the Office of the Chief Administrative Officer, it is proposed to establish 1 post for an Administrative Assistant in the Board of Inquiry, as its existing capacity has been evaluated as inadequate in ensuring the timely completion of its activities.

Administrative Services

57. In the Finance Section, 3 posts are proposed to support the consequential increase in the volume of work related to the additional number of civilian personnel. One Finance Assistant would be required in the Payroll Unit, in particular to administer pension-related matters, as the number of national staff eligible for participation in the pension has increased since the 2006/07 period. In addition, 2 posts are proposed for a Finance Assistant in the Payments Unit and a Finance Assistant in the Archiving Unit.

58. In the General Services Section, 5 additional posts are proposed. One post would be required for a Records and Archives Assistant in the proposed Records and Archives Unit, to support the increased workload in the Mission's requirements for records and archives management. Four posts would be required for the proposed Property Disposal Unit, comprising a Property Disposal Assistant and 3 Regional Collection Yard Assistants (for Les Cayes, Gonaïves and Cap-Haïtien), taking into account the volume and types of Mission-owned property in the various locations. The functions of the Property Disposal Unit would be to process the disposal of all property written-off, as well as disposal of hazardous waste in compliance with environmental standards.

Integrated Support Services

59. In the Movement Control Section, it is proposed to establish 22 posts for Regional Passenger and Cargo Handlers to replace individual contractors, as the functions have been determined to be of a continuing nature, and in the light of the projected increase in passenger and cargo ground-handling services under air transportation. It is considered essential to employ staff on a full-time basis to perform these functions and to be trained in accordance with ICAO/IATA standards. It is planned to deploy 4 posts in each of the regional offices in Les Cayes, Gonaïves and Cap-Haïtien and to deploy 2 posts in each of the regional offices in Jacmel, Jérémie, Hinche, Port-de-Paix and Fort Liberté.

60. In the Medical Section, it is proposed to create 2 posts. One post would be required for an Ambulance Driver in order to extend the availability of ambulance services, taking into account that the Mission currently has only 1 Ambulance Driver. In addition, 1 post would be required for a Nurse to support the expansion and increased workload of the outpatient medical facility. The existing posts for 3 Medical Officers (National Officer) are proposed for abolishment, in view of the difficulties recruiting suitable medical doctors locally. To meet the Mission's requirement for Medical Officers, it is proposed that 3 United Nations Volunteer positions be established, as explained in paragraph 69 below.

61. In the Transport Section, it is proposed to establish 29 additional national General Service posts in view of the additional vehicles required to support the increase in the number of civilian personnel. The Transport Section plans to

establish additional transport workshops in Miragoane and Martissant districts for the maintenance and repair of vehicles in those regions and neighbouring areas. Twenty-two posts are required for vehicle mechanics, panel beaters/welders, auto air conditioning mechanics and auto painters. Seven posts are proposed for Drivers/Operators of heavy vehicles and specialized equipment.

62. In the Communications and Information Technology Section, 21 additional posts are proposed, comprising 17 Telecommunication Technicians, who would be required to carry out the planned expansion of the Mission's communications infrastructure (6 Cabling Technicians, 2 Rigging Technicians, 2 Satellite/Video Conferencing Technicians, 2 Radio Communications Technicians, 1 Telephone Technician and 4 Microwave Technicians) and 4 Public Information Media Outreach Technicians, who would be required to provide technical support services to the Public Information Office's media outreach project and to support the increase in planned public information activities, including the operation of the FM radio station.

United Nations Volunteers: increase of 30 positions

63. An increase of 30 positions is the result of the proposed establishment of 27 positions and the proposed conversion of 3 National Officers posts for Medical Officers to United Nations Volunteers.

Office of the Chief Administrative Officer

64. In the Office of the Chief Administrative Officer, it is proposed to establish 1 Legal Assistant in the Board of Inquiry to strengthen the Board's capacity to expeditiously process cases that have been pending since the completion of elections.

Administrative Services

65. In the Office of the Chief, Administrative Services, 1 new position for a Counsellor in the Staff Counselling Unit would be needed to strengthen the Section's capacity in assessing and addressing various stress factors that impact staff/management relations and to facilitate teamwork training activities, including conflict resolution, and to assist improving staff welfare.

66. In the General Services Section, 2 additional positions are proposed for a Property Disposal Assistant in the proposed Property Disposal Unit to process the disposal of all property written-off, as well as disposal of hazardous waste in compliance with environmental standards, and for a Records and Archives Assistant in the proposed Records and Archives Unit to support the increased workload in the Mission's requirements for records and archives management.

Integrated Support Services

67. In the Movement Control Section, it is proposed to create 2 positions for Movement and Control Assistants, to strengthen the capacity to support the military and police strength, with approximately 83 rotation flights transporting up to 14,750 passengers and 700 tons of cargo, by monitoring the flights rotation to ensure passengers and cargo are transported in accordance with ICAO/IATA rules and regulations.

68. In the Engineering Section, it is proposed to establish 5 positions for Engineering Assistants to provide technical guidance and support on various engineering activities at new district locations near the border with the Dominican Republic, under the supervision of international staff.

69. In the Medical Section, 3 positions for Nurses are proposed for night shifts to expand the availability and provision of medical services. As indicated in paragraph 60 above, 3 positions are proposed to replace 3 National Officer posts for Medical Officers, in view of the Mission's experience in recruiting medical doctors locally.

70. In the Communications and Information Technology Section, it is proposed to create 13 additional positions. Nine Telecommunication Technicians (2 Cabling Technicians, 1 Rigging Technician, 3 Satellite/Videoconferencing Technicians, 1 Radio Communications Technician and 2 Microwave Technicians) would be required to support the planned expansion of the Mission's communications infrastructure. Two positions for Public Information Media Outreach Technicians would be required to provide technical support services to the Public Information Office media outreach project and to support the increase in planned public information activities, including the FM radio. One IT Security Assistant would be required to strengthen the Section's capacity in ensuring the Mission's data and network security and ensuring compliance with security best practices. One position for a Warehouse Assistant for property management to assist in ensuring the efficient coordination and proper management of Communications and Information Technology Section property in the central warehouse in Port-au-Prince as well as subregional warehouses.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is 1 July 2007 to 30 June 2008.)

Category	*Expenditures (2005/06)*	*Apportionment (2006/07)*	*Cost estimates (2007/08)*	*Variance*	
				Amount	*Percentage*
	(1)	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	173 326.0	191 211.9	180 823.8	(10 388.1)	(5.4)
United Nations police	39 490.4	47 836.6	47 276.1	(560.5)	(1.2)
Formed police units	26 858.1	26 967.7	27 344.9	377.2	1.4
Subtotal	**239 674.5**	**266 016.2**	**255 444.8**	**(10 571.4)**	**(4.0)**
Civilian personnel					
International staff	69 768.4	77 031.1	82 299.5	5 268.4	6.8
National staff	11 017.8	15 500.2	24 608.9	9 108.7	58.8
United Nations Volunteers	8 045.7	7 457.3	11 635.5	4 178.2	56.0
Subtotal	**88 831.9**	**99 988.6**	**118 543.9**	**18 555.3**	**18.6**
Operational costs					
General temporary assistance	1 042.6	2 493.6	2 042.7	(450.9)	(18.1)
Government-provided personnel	—	—	802.0	802.0	—
Civilian electoral observers	—	—	—	—	—
Consultants	384.6	84.5	284.2	199.7	236.3
Official travel	1 808.0	969.5	1 698.6	729.1	75.2
Facilities and infrastructure	77 537.5	43 087.4	70 818.6	27 731.2	64.4
Ground transportation	9 664.6	8 563.2	11 218.9	2 655.7	31.0
Air transportation	18 612.0	25 378.4	24 260.7	(1 117.7)	(4.4)
Naval transportation	231.7	192.0	198.0	6.0	3.1
Communications	19 632.8	20 430.0	28 259.8	7 829.8	38.3
Information technology	5 112.7	4 678.9	6 952.6	2 273.7	48.6
Medical	6 862.3	6 079.4	6 315.0	235.6	3.9
Special equipment	3 106.6	3 788.3	3 529.6	(258.7)	(6.8)
Other supplies, services and equipment	5 678.9	5 427.1	5 294.9	(132.2)	(2.4)
Quick-impact projects	1 455.9	2 030.0	2 000.0	(30.0)	(1.5)
Subtotal	**151 130.2**	**123 202.3**	**163 675.6**	**40 473.3**	**32.9**
Gross requirements	**479 636.6**	**489 207.1**	**537 664.3**	**48 457.2**	**9.9**
Staff assessment income	8 664.7	9 398.7	12 299.4	2 900.7	30.9
Net requirements	**470 971.8**	**479 808.4**	**525 364.9**	**45 556.5**	**9.5**
Voluntary contributions in kind (budgeted)	—	—	—	—	—
Total requirements	**479 636.6**	**489 207.1**	**537 664.3**	**48 457.2**	**9.9**

Average delayed deployment factor, turnover factor and vacancy rates
(in percentage)

Category	*2006/07*	*2007/08*
Military and police personnel		
Military contingents	2	2
United Nations police	10	15
Formed police units	2	2
Civilian personnel		
International staff	10	10
National staff		
Officers	25	25
General Service	5	5
United Nations Volunteers	5	5
Temporary positions[a]		
International	10	30
National Officers	25	40
General Service	5	30
Government-provided personnel	—	15

[a] Funded under general temporary assistance.

B. Non-budgeted contributions

71. The estimated value of non-budgeted contributions for the period from 1 July 2007 to 30 June 2008 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	3 465.0
Voluntary contributions in kind (non-budgeted)	—
Total	**3 465.0**

[a] Estimated rental value of government-provided lands and premises.

C. Contingent-owned equipment: major equipment and self-sustainment

72. Requirements for the period from 1 July 2007 to 30 June 2008 are based on standard reimbursement rates for major equipment (wet-lease) and self-sustainment in the total amount of $70,922,500 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military observers	—
Military contingents	34 173.2
Formed police units	5 634.1
Subtotal	**39 807.3**
Self-sustainment	
Facilities and infrastructure	
Catering (kitchen facilities)	2 552.9
Office equipment	2 202.9
Electrical	2 700.4
Minor engineering	1 547.1
Laundry and cleaning	2 138.8
Tentage	144.9
Accommodation	603.8
Miscellaneous general stores	4 118.0
Identification	27.8
Field defence stores	—
Communications	
Communications	6 958.0
Medical	
Medical services	4 591.0
Special equipment	
Explosive ordnance disposal	659.6
Observation	2 870.0
Subtotal	**31 115.2**
Total	**70 922.5**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to Mission area			
Extreme environmental condition factor	1.1	1 June 2004	—
Intensified operational condition factor	1.3	1 June 2004	—
Hostile action/forced abandonment factor	1.0	1 June 2004	—
B. Applicable to home country			
Incremental transportation factor	0.25-5.75		

D. Training

73. The estimated requirements for training for the period from 1 July 2007 to 30 June 2008 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	284.2
Official travel	
Official travel, training	587.2
Other supplies, services and equipment	
Training fees, supplies and services	156.4
Total	**1 027.8**

74. The resource requirements under this category are related mainly to training in the areas of communication and information technology; code of conduct; engineering; finance; asset disposal and property management; peacekeeping awareness; language courses; project management; Joint Mission Analysis Cell training; medical; movement control; military; public information; procurement; security; supply; and transport.

E. Disarmament, demobilization and reintegration

75. The estimated operational requirements for disarmament, demobilization and reintegration for the period from 1 July 2007 to 30 June 2008 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Official travel	
Official travel, non-training	9.0
Official travel, training	8.9
Facilities and infrastructure	
Rental of premises	36.0
Utilities	9.0
Petrol, oil and lubricants	48.0
Sanitation and cleaning materials	50.0
Communications	
Public information services	200.0
Medical	
Medical services	100.0
Other supplies, services and equipment	
Printing and reproduction	60.0
Interpreters/translators	100.0
Other services	3 381.0
Total	**4 001.9**

76. The resource requirements will be used for the reinsertion activities of the Mission; travel for liaison between the Disarmament, Demobilization and Reintegration Adviser and donors and travel for training on disarmament, demobilization and reintegration international standards; rental of offices throughout the country; electricity for premises; petrol, oil and lubricants for generators; sanitation and cleaning materials; public information services; medical services; printing and preparation of documentation; interpretation and translation in support of the disarmament, demobilization and reintegration process.

77. The Mission will provide advice to the National Commission for Disarmament, Demobilization and Reintegration on the development and implementation of the National Strategy for Disarmament, Demobilization and Reintegration/Community Violence Reduction and on processing improved legislation for the control of small arms and light weapons, as well as logistical support for implementation of the operational aspects for disarmament, demobilization and reintegration, such as storage, disposal and destruction of weapons and armaments collected. The Mission will implement 50 community capacity-building projects through the Community Violence Prevention and Development Committees for projects associated directly with the reinsertion of armed gang members and children and women associated with the armed violence. The Mission will provide advice to the National Commission on Disarmament, Demobilization and Reintegration on the drafting and setting up of transitional justice mechanisms to strengthen the legal framework supporting the disarmament programme, inter alia, by organizing 2 conferences and 15 meetings to consult and raise awareness on transitional justice issues among public officials, civil society representatives and community groups. The Mission will also process, through the disarmament, demobilization and reintegration programme, 350 former police officers who were decommissioned from the Haitian National Police after the vetting process.

III. Analysis of variances[1,2]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

Mandate: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate

External: variances caused by parties or situations external to the United Nations

Cost parameters: variances caused by United Nations regulations, rules and policies

Management: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

	Variance	
Military contingents	($10 388.1)	(5.4%)

Mandate: reduction in authorized military strength

78. The reduced requirements are due mainly to the reduction in the authorized strength of military personnel from 7,500 to 7,200, pursuant to Security Council resolution 1702 (2006), the reduction in the cost of emplacement, rotation and repatriation travel to $1,025 per person per trip for contingents (compared to $1,250 for 2006/07) and $1,400 per person per trip for Staff Officers (compared to $2,000 for 2006/07), and the application of a delayed deployment factor of 2 per cent on the related cost estimates.

	Variance	
United Nations police	($560.5)	(1.2%)

External: delayed deployment of police personnel

79. The reduced requirements are due mainly to the application of a delayed deployment factor of 15 per cent on the related cost estimates (compared to 10 per cent in 2006/07), on the basis of current incumbency patterns. The cost estimates

[1] Resource variance amounts are expressed in thousands of United States dollars.

[2] Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

take into account the increase of 54 police personnel, pursuant to Security Council resolution 1702 (2006).

	Variance	
Formed police units	$377.2	1.4%

Management: additional inputs and same outputs

80. The additional requirements are due mainly to the increase in contractual costs of rations, bottled water and reserve packs, and the increase in warehousing and transportation costs based on previous actual expenditure. The cost estimates reflect the application of a delayed deployment factor of 2 per cent.

	Variance	
International staff	$5 268.4	6.8%

Management: additional inputs and outputs

81. The additional requirements are attributable mainly to the costs related to 37 additional proposed posts. In addition, the variance reflects the increase in the hazardous-duty-station allowance from $1,000 to $1,300 per person-month effective 1 January 2007. Pursuant to General Assembly resolution 61/264 of 4 April 2007, the estimate for common staff costs excludes the 8 per cent provision for after-service health insurance. The cost estimates reflect the application of a vacancy rate of 10 per cent and take into account efficiency gains of $49,257 resulting from the downgrading of 1 post from the P-3 to the P-2 level in the Disarmament, Demobilization and Reintegration Section and the conversion of 2 posts from the P-3 level to Field Service in the Procurement Section.

	Variance	
National staff	$9 108.7	58.8%

Management: additional inputs and outputs

82. The higher requirements are attributable mainly to the 196 additional proposed posts and a revision in the local salary scales for national General Service staff effective 1 June 2006. The cost estimates reflect the application of a vacancy rate of 25 per cent for National Officers and 5 per cent for national General Service staff.

	Variance	
United Nations Volunteers	$4 178.2	56.0%

Management: additional inputs and outputs

83. The higher requirements are attributable mainly to the 39 additional proposed positions and the increase in pre-departure expenses, settling-in grant, resettlement allowance, medical insurance and hazardous-duty-station allowance. In addition, residential security guards and security lighting are included in the budget, based on

the minimum operating security standard. The cost estimates reflect the application of a vacancy rate of 5 per cent.

	Variance	
General temporary assistance	($450.9)	(18.1%)

Management: delayed recruitment of civilian staff

84. The reduced requirements result from the application of higher vacancy rates, i.e., 30 per cent for international staff, 40 per cent for National Officers and 30 per cent for national General Service staff, compared to 10 per cent for international staff, 25 per cent for National Officers and 5 per cent for national General Service staff in the 2006/07 period, on the basis of current incumbency patterns. The reduced requirements are partly offset by the revision in the salary scale for national General Service staff effective 1 June 2006.

	Variance	
Government-provided personnel	$802.0	—

Mandate: change in the scale/scope of mandate

85. The new requirements are attributable to the costs related to the deployment of 16 Corrections Officers seconded from their respective Governments, pursuant to Security Council resolution 1702 (2006).

	Variance	
Consultants	$199.7	236.3%

Management: additional inputs and outputs

86. The additional requirements are attributable to the employment of 33 consultants to conduct training to mission personnel on procurement, communications and information technology, civil affairs, public information, skills development and language training courses.

	Variance	
Official travel	$729.1	75.2%

Management: additional inputs and outputs

87. The additional requirements are attributable to the increase in within-mission travel by United Nations police (including 16 seconded Corrections Officers), Justice and Corrections Officers as part of the strengthening of the rule of law, Haitian National Police reform plan and capacity-building. Additional requirements are also due to the higher number of training-related travel mainly in the areas of aviation, communications and information technology, engineering, staff development, movement control, public information, security, supply, transport and training programme for mission analysis.

	Variance	
Facilities and infrastructure	$27 731.2	64.4%

Management: additional inputs and outputs

88. The additional requirements relate primarily to increased provisions for rental of premises, maintenance services, alteration and renovation services, construction services, maintenance supplies and utilities resulting from the increase in the proposed number of civilian personnel. In addition, the Mission is entering into a new power generation contract, whereby it would purchase electricity from vendors as opposed to the rental of generators. The cost estimates include fuel requirement for generators as well as maintenance/spare parts connected with the power generation equipment, leading to provision of reliable, uninterrupted power supply for all Mission locations throughout the country. The higher requirements are partly offset by reduced requirements for self-sustainment as the authorized strength of military personnel has been reduced from 7,500 to 7,200.

	Variance	
Ground transportation	$2 655.7	31.0%

Management: additional inputs and outputs

89. The additional requirements are due mainly to the increase in the acquisition of vehicles in connection with the proposed additional civilian staff, additional United Nations police and Corrections Officers, which are partly offset by reduced requirements in petrol, oil and lubricants resulting from a reduction in the average fuel consumption of 5.5 litres per day per vehicle (compared to 8.8 litres per day per vehicle in 2006/07). The cost estimates take into account efficiency gains of $1,274,745 resulting from the revision of the schedule on the rotation of vehicles, which resulted in fewer replacements and a reduction in the number of reserve vehicles.

	Variance	
Air transportation	($1 117.7)	(4.4%)

Management: reduced inputs and same outputs

90. The variance is attributable primarily to the reduction in rescue firefighting services to 3 locations compared to 5 locations in the 2006/07 period, as a result of the agreement with the Haitian National Airports Authority to provide services at Jacmel airport and to provide round-the-clock coverage at MINUSTAH ramp at Port-au-Prince Airport. The reduced requirements are partly offset by an increase in the rental and operation of helicopters. The cost estimates take into account efficiency gains of $1,831,594 resulting from the agreement with the Haitian National Airports Authority, thereby reducing the Mission's related costs.

	Variance	
Communications	$7 829.8	38.3%

Management: additional inputs and outputs

91. The additional requirements are attributable mainly to the outsourcing of radio room services to support 13 communications centres operating round-the-clock in compliance with minimum operating security standards, and the increase in the acquisition of communications equipment resulting from the expansion of the co-location of the Haitian National Police and United Nations police from 50 locations to 148 locations, as part of MINUSTAH support in the Haitian National Police reform plan. The cost estimates take into account efficiency gains of $253,560 resulting from the establishment of United Nations Radio, which would obviate the need to purchase airtime for broadcasting activities.

	Variance	
Information technology	$2 273.7	48.6%

Management: additional inputs and outputs

92. The additional requirements are due mainly to the increase in the acquisition of equipment resulting from the 98 additional co-located offices for the Haitian National Police and United Nations police, and the increase in information technology services, including information technology support services, provision of centralized services and centralized data storage, maintenance support and network security services.

	Variance	
Medical	$235.6	3.9%

Management: additional inputs and outputs

93. The variance results primarily from the increase in the provision for medical supplies resulting from the proposed increase in the number of civilian personnel. The higher requirements are partly offset by the decrease in self-sustainment requirements resulting from the reduction in the authorized military strength from 7,500 to 7,200 personnel.

	Variance	
Special equipment	($258.7)	(6.8%)

Mandate: reduction in authorized military strength

94. The variance is due primarily to the decrease in self-sustainment requirements resulting from the reduction in the authorized military strength from 7,500 to 7,200 personnel.

	Variance	
Other supplies, service and equipment	($132.2)	(2.4%)

Mandate: reduction in authorized military strength

95. The reduced requirements are mainly attributable to the decrease in the provision for uniform, flags and decals resulting from the decrease in the authorized military strength from 7,500 to 7,200 and the provision for personal protection gear in view of existing stock.

IV. Actions to be taken by the General Assembly

96. **The actions to be taken by the General Assembly in connection with the financing of the Mission are:**

(a) **Appropriation of the amount of $537,664,300 for the maintenance of the Mission for the 12-month period from 1 July 2007 to 30 June 2008;**

(b) **Assessment of the amount of $156,818,800 for the period from 1 July to 15 October 2007;**

(c) **Assessment of the amount of $380,845,500 at a monthly rate of $44,805,400, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 60/266 and 60/18 B and the request and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly, and of the United Nations Board of Auditors

A. General Assembly

(Resolution 60/266)

Request/recommendation	*Action taken to implement request/recommendation*
Section II: budget presentation	
Undertake the review of staffing requirements, function and level of posts that would reflect evolving mandates, changing operational requirements, actual responsibilities and functions performed, with a view to ensuring the most cost-effective use of resources (para. 2)	Implemented. The proposed 2007/08 budget reflects the results of the Mission's review of its staffing requirements, taking into account its current mandate, and as reflected in the justification of proposed staffing changes under each component.

Request/recommendation	*Action taken to implement request/recommendation*
Include in all performance reports in respect of peacekeeping operations, the United Nations Logistics Base in Brindisi, Italy, and the support account, details of monthly expenditure patterns, as well as provide, in the context of the consideration of the budget submission, to the extent possible, supplementary information on the most up-to-date financial data available on actual expenditures for the current period (para. 3)	Implemented. The performance report on the budget of the Mission for the period from 1 July 2005 to 30 June 2006 (A/61/741) provides details on the monthly expenditure patterns for the period.
Section XII: spare parts	
Report at its sixty-first session on optimal levels for spare parts in all missions, and also requests that the budget proposals for the period from 1 July 2007 to 30 June 2008 do not exceed those levels (para. 1)	Implemented. The Mission is committed to optimizing stock management and maintaining levels of spare parts at minimum levels according to recommendations by the auditors.
Section XIII: better use of technology	
Make greater use of videoconferencing facilities and e-learning programmes for training and other purposes and report to the General Assembly at its sixty-first session on improvements and efficiencies made through greater utilization of those tools	Implemented. The Mission is increasing the use of its videoconferencing facilities, including those which will be available in the Public Information Office Multimedia Centres.

(Resolution 60/18 B)

Request/recommendation	*Action taken to implement request/recommendation*
Ensure that future budget submissions include clear information regarding mandated disarmament, demobilization and reintegration activities, including clear justification for post and non-post resource requirements and their projected impact on the effective delivery of the Mission's objectives in this field, as well as information on collaboration with all relevant United Nations entities present in the field and acting in this area (para. 10)	Implemented. The Mission incorporates the activities related to the disarmament, demobilization and reintegration in its results-based budgeting frameworks and provides justification for post and non-post resource requirements in the 2007/08 budget.

Request/recommendation	*Action taken to implement request/recommendation*
Ensure the coordination and collaboration of efforts with the United Nations agencies, funds and programmes, to report on progress made and to provide a clear description of their respective roles and responsibilities in future budget submissions (para. 11)	Implemented. The Special Representative of the Secretary-General holds bimonthly meetings with the heads of agencies and an open forum with the United Nations country team and partners. Regular meetings are also held between joint/integrated programmes and key partners in the areas of rule of law, secure and stable environment, democratic governance and strengthening State institutions.
Provide comprehensive and detailed information on the need for the establishment of an off-site, in-theatre secondary disaster recovery and business continuity centre for the Mission (para. 18)	To ensure continuity of operations in the case of a deteriorating security situation, the Mission has established a disaster recovery centre located within the International Research and Training Institute for the Advancement of Women (INSTRAW) facility in Santo Domingo. The INSTRAW facility was selected for use as an in-theatre off-site disaster recovery and business continuity facility and emergency relocation site for senior managers because of its proximity to Haiti and its cost-effectiveness. There are three levels with regard to a disaster recovery and business continuity set-up as follows: (a) **Mission on site**. Main functions are performed by utilizing the disaster recovery and business continuity set-up as a secondary site, located at the Mission's logistics base in Port-au-Prince in case of a disaster at the primary site; (b) **Mission in theatre and off site**. Main functions are performed by utilizing the disaster recovery and business continuity set-up in a site outside the Mission area in case of an evacuation or temporary relocation of Mission headquarters to a safe haven. This is located in Santo Domingo; (c) **Off site and out of theatre**. The site located at the United Nations Logistics Base at Brindisi, Italy, would be used in case of a major situation in the area of operations that requires the relocation of key staff to Brindisi. The systems and data available in the Mission area are replicated in order for the Mission to operate from there. The facility is being prepared as the main global disaster recovery and business continuity site of the Department of Peacekeeping Operations for up to 300 staff and for the use of field missions in general.

Request/recommendation	*Action taken to implement request/recommendation*
Ensure, in future budget submission, that resource requirements for national interpreters include full justification of the rationale for the number of interpreters, taking fully into account the principles of efficiency, ensuring effective implementation of the Mission mandate and the requirements of the various components of the Mission in the field (para. 19)	See response to the related request of the Advisory Committee on Administrative and Budgetary Questions in section B below (para. 41).
Rejustify the need for five administrative staff in the light of the experience of the Mission in the context of the next budget submission (para. 20)	See response to the related request of the Advisory Committee on Administrative and Budgetary Questions in section B below (para. 43).
Continue to report on specific management improvements achieved, taking fully into account relevant recommendations of the Advisory Committee	Implemented. In the 2007/08 period, the Mission will seek efficiency gains through: (a) the establishment of United Nations Radio, which would obviate the need to purchase airtime for broadcasting activities; (b) an agreement with the Haitian National Airports Authority for the provision of firefighting services at Jacmel airfield and Port-au-Prince airport, thereby reducing the Mission's related costs; (c) a revision of the schedule on the rotation of vehicles, resulting in fewer replacements and a reduction in the number of reserve vehicles; (d) the downgrading of 1 post from the P-3 to the P-2 level in the Disarmament, Demobilization and Reintegration Section and the conversion of 2 posts from the P-3 level to Field Service in the Procurement Section.

B. Advisory Committee on Administrative and Budgetary Questions

(A/60/869)

Request/recommendation	*Action taken to implement request/recommendation*
The Committee inquired into the progress made with regard to the recruitment of francophone personnel and was informed that the Department of Peacekeeping Operations had adopted a four-pronged strategy to meet the needs for francophone candidates for civilian positions. The Committee encourages the efforts under way and will continue to follow up on this matter (para. 25)	The Department of Peacekeeping Operations is committed to establishing a more systematic hiring policy for the recruitment of French-speaking staff for positions that require interaction with the local population. The Department is working closely with the Mission to implement a more systematic French-speaking staff identification mechanism, where fluency and/or working knowledge of French is considered a key criteria in the short-listing of candidates. Only those candidates with high-level proficiency in French are considered for most of the occupational groups, including public information, political, civil affairs, human rights, humanitarian affairs, conduct and

Request/recommendation	*Action taken to implement request/recommendation*
	discipline, and security. Efforts are also being made to recruit more francophone personnel through proactive advertising of vacancy announcements in francophone magazines/journals.
With regard to the establishment of 7 international posts and 20 national General Service posts in the Communications and Public Information Section: The Committee, in view of its comments on the proposed establishment of 10 multimedia centres, expects that the posts relating directly to the multimedia centres will be filled in a phased manner and will be rejustified for the 2007/08 budget period (paras. 29 and 30)	Out of 7 international posts approved in the Communications and Public Information Section, 3 are related directly to the multimedia centres. One P-3 will be based in Mission headquarters as the Public Information Manager of multimedia centre programme activities, coordinating with regional multimedia centres on a daily basis. Two P-3 posts would be required as regional coordinators, 1 based in Les Cayes in the South and the other based in Cap-Haïtien in the North. They would be responsible for the multimedia centres located in their respective regions, coordinating the preparation of the programme activities with local civil society and other locally based substantive Mission components, and ensuring that centres are fulfilling the objectives for which they were established. The 20 national General Service staff are crucial in ensuring the effective operation of the multimedia centres. Nine staff with public information experience would work in each centre located outside Port-au-Prince, assisting the two regional coordinators. The main functions of the 9 staff would be to liaise with local civil society groups, under the authority of the regional coordinator and the local representatives of MINUSTAH Civil Affairs, and to organize and assist in the exchange of information and elaboration of common aims by the participants within the context of an interregional dialogue on issues that support and strengthen a sustainable peace in Haiti. They will also be responsible for operating the videoconferencing equipment, for which they will receive appropriate training. Another 9 staff with background in audio-visual production will support each of the 9 centres located outside Port-au-Prince with multimedia content for local dissemination. The other 2 staff with public information experience and technical background in radio and broadcasting equipment will be based in Port-au-Prince to assist the public information manager in supporting the national network, including operation of the tenth centre based in Port-au-Prince.

Request/recommendation	*Action taken to implement request/recommendation*
With regard to the establishment of 350 posts of interpreter (national General Service): The Committee recommends approval of the establishment of these posts and trusts that the requirement for the number of interpreters will be reviewed and rejustified in time for the 2007/08 budget presentation (para. 41)	The Mission has conducted a complete review of interpreters for all military and United Nations police to rationalize and balance the deployment of interpreters throughout Haiti. The military contingents and police officers deployed in Haiti are not conversant in French and/or the local language, Creole. In view of the fact that the most common language spoken in Haiti is Creole, even those from French-speaking countries still require the service of interpreters/translators to conduct their operations, especially in the rural areas and inner city of Port-au-Prince, where the local population do not speak French. With the co-location programme, which is an important activity of the Mission, demand for interpreters has increased due to the large number of military and United Nations police personnel assigned to work directly with the Haitian National Police. In addition, to respond more effectively to any security threat, security patrols have been broken down into smaller units, each requiring interpretation capacity. The current actual deployment of interpreters is 319, of which 183 are assigned to the military, 101 to the United Nations police and 35 to formed police units. Recruitment is still in process for the remaining posts. The higher number of interpreters assigned to the military is on a temporary basis owing to the intense operation of the military personnel in Cité Soleil and Bel Air, which requires additional interpreters.
With regard to the establishment of 3 posts and 2 positions in the support component, to provide administrative support for the proposed 350 interpreters: The Committee trusts that the continued requirement for all 5 posts and positions will be kept under review as part of the review of the number of interpreters, and rejustified in time for the 2007/08 budget presentation (para. 43)	The workload in the General Services, Personnel and Finance Sections has increased substantially as the 350 interpreters were recruited as staff members and eligible for 300-series entitlements. Accordingly, in addition to the 3 posts and 2 positions previously approved, the Mission requires additional posts to administer the 350 interpreters, as reflected in the 2007/08 budget. In order to ensure that the interpreters are providing the necessary support to the Mission's mandate and are meeting expected performance levels and operational requirements, the General Services Section requires 1 additional Field Service post for the Language Support Unit. (See para. 49 above). In the Personnel Section, 2 additional Field Service staff are required to assist in the National Staff Unit. Leave and attendance, performance appraisal, medical insurance premium, and other benefits require extra

Request/recommendation	*Action taken to implement request/recommendation*
	resources to support the administration. (See para. 47 above). In view of the increased workload in areas such as eligibility to the United Nations Joint Staff Pension Fund for national staff, the Finance Section also requires one additional national staff. (See para. 57 above).
The Committee recognizes the importance of multimedia centres and the indispensability of information technology as a means of communication, in particular in unstable situations and understands that the establishment of the centres would proceed gradually; in this connection, the Committee trusts that their establishment will be based on functional requirements. The Committee expects that the Mission will provide updated information on this matter during the 2007/08 budget presentation (para. 67)	The establishment of the multimedia centres has been proceeding according to plan, with locations selected and most equipment installed. The Haitian civil society in each of the 9 departmental capitals welcome the project, which will allow them to support and inform government initiatives regarding national dialogue and local community development. The World Bank has also expressed a strong interest in the long-term future of the project, which is considered a positive step in helping to build bridges among the relatively isolated regions of the country. While all centres will be able to function as training and Internet resource places at more or less the same time (memorandum of understanding between Department of Peacekeeping Operations and United Nations Office for Project Services is currently being processed), the videoconferencing links will become operational first in Fort Liberté and Les Cayes, followed by other towns approximately within 6 months. The multimedia centres will be an integral part of public information resource centres for publicity and will therefore be maintained for as long as MINUSTAH's mandate is extended.

C. Board of Auditors

(A/60/5, Vol. II)

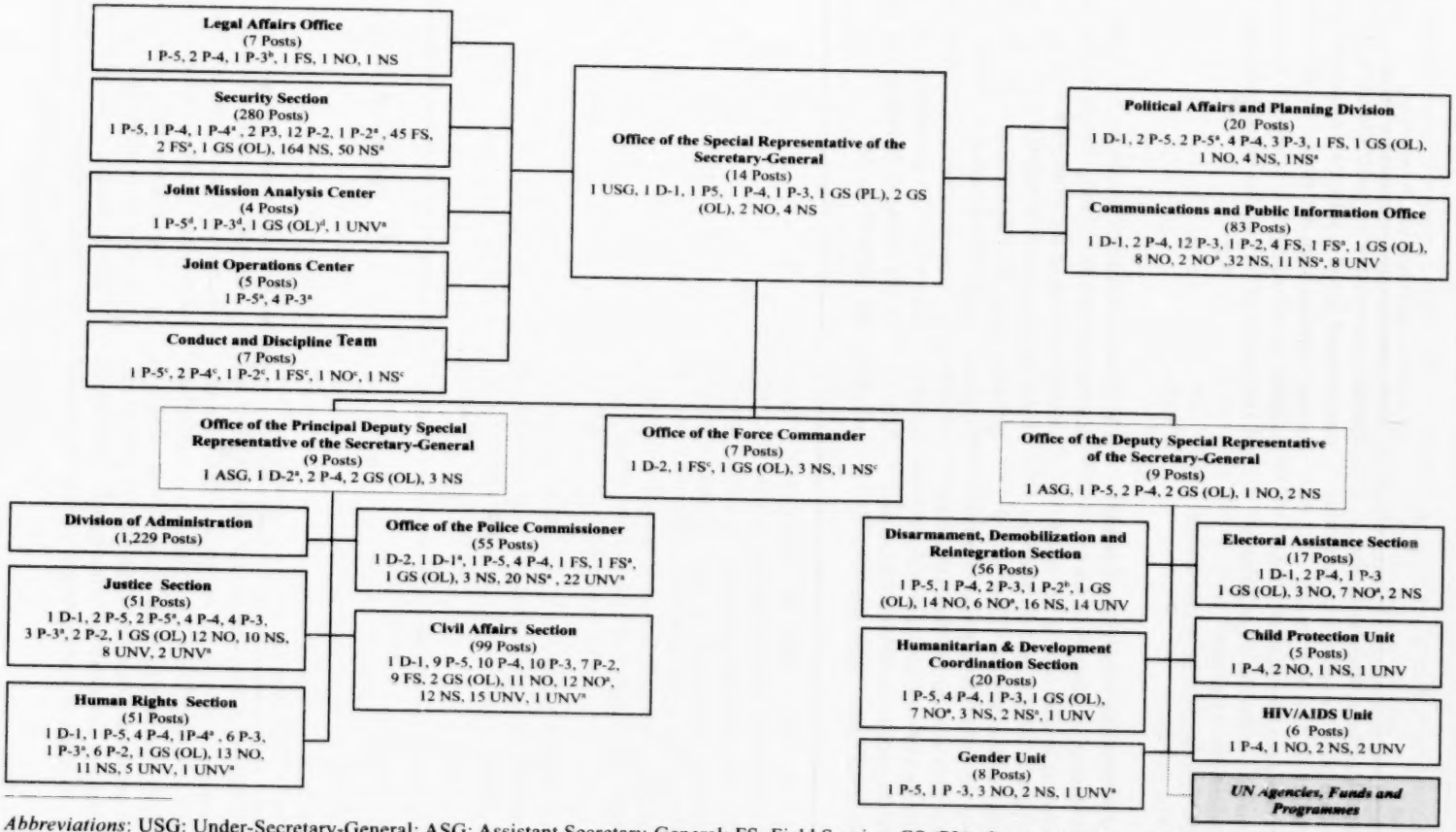
Request/recommendation	*Action taken to implement request/recommendation*
The Board noted that at MINUSTAH, statistics on leave were not available, with the result that the level of absenteeism was not monitored. There was also no forecast of sick leave levels, which could hamper delivery of services. The Board recommends that the Administration monitor missions' compliance with leave policies and procedures and ensure that accurate leave records are maintained (paras. 334 (b) and 335).	The staff from the Personnel Section have participated in extensive IMIS training which covered all human resources-related issues, including the use of IMIS to track time and attendance and the use of the IMIS reporting facility (IRFA). The training also included tracking of sick leave to support the Mission's delegation of authority and to enable the Mission to automate the generation of sick leave statistics.

Request/recommendation	*Action taken to implement request/recommendation*
With regard to results-based budgeting, the Board noted that no portfolio of evidence could be provided at MINUSTAH. The Board reiterates its previous recommendation that peacekeeping missions compile a portfolio of evidence to substantiate the actual accomplishments recorded in the performance reports (paras. 410 and 411).	The Mission retains the portfolio of evidence which is now entered in the results-based budgeting monitoring system that has been developed by the Mission for the purpose of recording data related to the actual achievement of the results-based budgeting frameworks.
In its resolution 59/296, the General Assembly decided that the ratio of desktop printers to desktop computers in peacekeeping missions should not exceed 1:4. However, the ratio was found to be higher at MINUSTAH. The Board recommends that the Administration perform an evaluation of the printer requirements across all missions and ensure that new printers are not procured before the ration has been reduced to a more acceptable level (paras. 420 and 421).	The Mission has been progressively reducing its ratio of desktop printers to desktop computers. It should be noted that some of the printers were received from closed missions such as MINUGUA and had already served their useful life cycle or were defective beyond economic repair. The Mission is currently in the process of writing off those printers in order to reflect the actual unit stock, which will in turn improve the ratio. The Mission does not intend to purchase any desktop printers in the 2006/07 period.

Annex

Organization charts

A. United Nations Stabilization Mission in Haiti


Legal Affairs Office
(7 Posts)
1 P-5, 2 P-4, 1 P-3[b], 1 FS, 1 NO, 1 NS
Security Section
(280 Posts)
1 P-5, 1 P-4, 1 P-4[a], 2 P3, 12 P-2, 1 P-2[a], 45 FS, 2 FS[a], 1 GS (OL), 164 NS, 50 NS[a]
Joint Mission Analysis Center
(4 Posts)
1 P-5[d], 1 P-3[d], 1 GS (OL)[d], 1 UNV[a]
Joint Operations Center
(5 Posts)
1 P-5[a], 4 P-3[a]
Conduct and Discipline Team
(7 Posts)
1 P-5[c], 2 P-4[c], 1 P-2[c], 1 FS[c], 1 NO[c], 1 NS[c]
Office of the Special Representative of the Secretary-General
(14 Posts)
1 USG, 1 D-1, 1 P5, 1 P-4, 1 P-3, 1 GS (PL), 2 GS (OL), 2 NO, 4 NS
Political Affairs and Planning Division
(20 Posts)
1 D-1, 2 P-5, 2 P-5[a], 4 P-4, 3 P-3, 1 FS, 1 GS (OL), 1 NO, 4 NS, 1NS[a]
Communications and Public Information Office
(83 Posts)
1 D-1, 2 P-4, 12 P-3, 1 P-2, 4 FS, 1 FS[a], 1 GS (OL), 8 NO, 2 NO[a] ,32 NS, 11 NS[a], 8 UNV
Office of the Principal Deputy Special Representative of the Secretary-General
(9 Posts)
1 ASG, 1 D-2[a], 2 P-4, 2 GS (OL), 3 NS
Office of the Force Commander
(7 Posts)
1 D-2, 1 FS[c], 1 GS (OL), 3 NS, 1 NS[c]
Office of the Deputy Special Representative of the Secretary-General
(9 Posts)
1 ASG, 1 P-5, 2 P-4, 2 GS (OL), 1 NO, 2 NS
Division of Administration
(1,229 Posts)
Justice Section
(51 Posts)
1 D-1, 2 P-5, 2 P-5[a], 4 P-4, 4 P-3, 3 P-3[a], 2 P-2, 1 GS (OL) 12 NO, 10 NS, 8 UNV, 2 UNV[a]
Human Rights Section
(51 Posts)
1 D-1, 1 P-5, 4 P-4, 1P-4[a] , 6 P-3, 1 P-3[a], 6 P-2, 1 GS (OL), 13 NO, 11 NS, 5 UNV, 1 UNV[a]
Office of the Police Commissioner
(55 Posts)
1 D-2, 1 D-1[a], 1 P-5, 4 P-4, 1 FS, 1 FS[a], 1 GS (OL), 3 NS, 20 NS[a] , 22 UNV[a]
Civil Affairs Section
(99 Posts)
1 D-1, 9 P-5, 10 P-4, 10 P-3, 7 P-2, 9 FS, 2 GS (OL), 11 NO, 12 NO[a], 12 NS, 15 UNV, 1 UNV[a]
Disarmament, Demobilization and Reintegration Section
(56 Posts)
1 P-5, 1 P-4, 2 P-3, 1 P-2[b], 1 GS (OL), 14 NO, 6 NO[a], 16 NS, 14 UNV
Humanitarian & Development Coordination Section
(20 Posts)
1 P-5, 4 P-4, 1 P-3, 1 GS (OL), 7 NO[a], 3 NS, 2 NS[a], 1 UNV
Gender Unit
(8 Posts)
1 P-5, 1 P -3, 3 NO, 2 NS, 1 UNV[a]
Electoral Assistance Section
(17 Posts)
1 D-1, 2 P-4, 1 P-3
1 GS (OL), 3 NO, 7 NO[a], 2 NS
Child Protection Unit
(5 Posts)
1 P-4, 2 NO, 1 NS, 1 UNV
HIV/AIDS Unit
(6 Posts)
1 P-4, 1 NO, 2 NS, 2 UNV
UN Agencies, Funds and Programmes

Abbreviations: USG: Under-Secretary-General; ASG: Assistant Secretary-General; FS: Field Service; GS (PL): General Service (Principal level); GS (OL): General Service (Other level); NO: National Officer; NS: national staff; UNV: United Nations Volunteer.

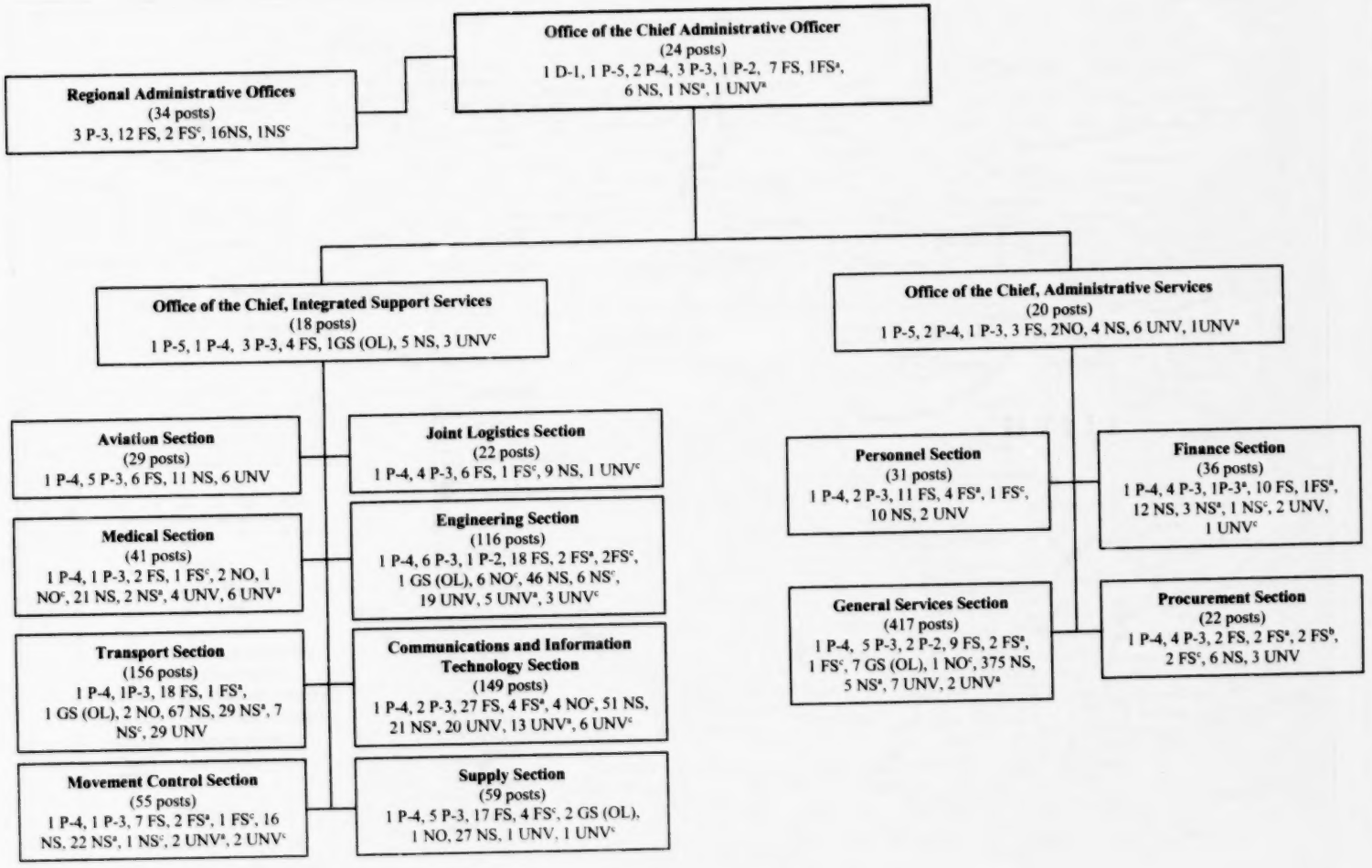
[a] New.

[b] Reclassified.

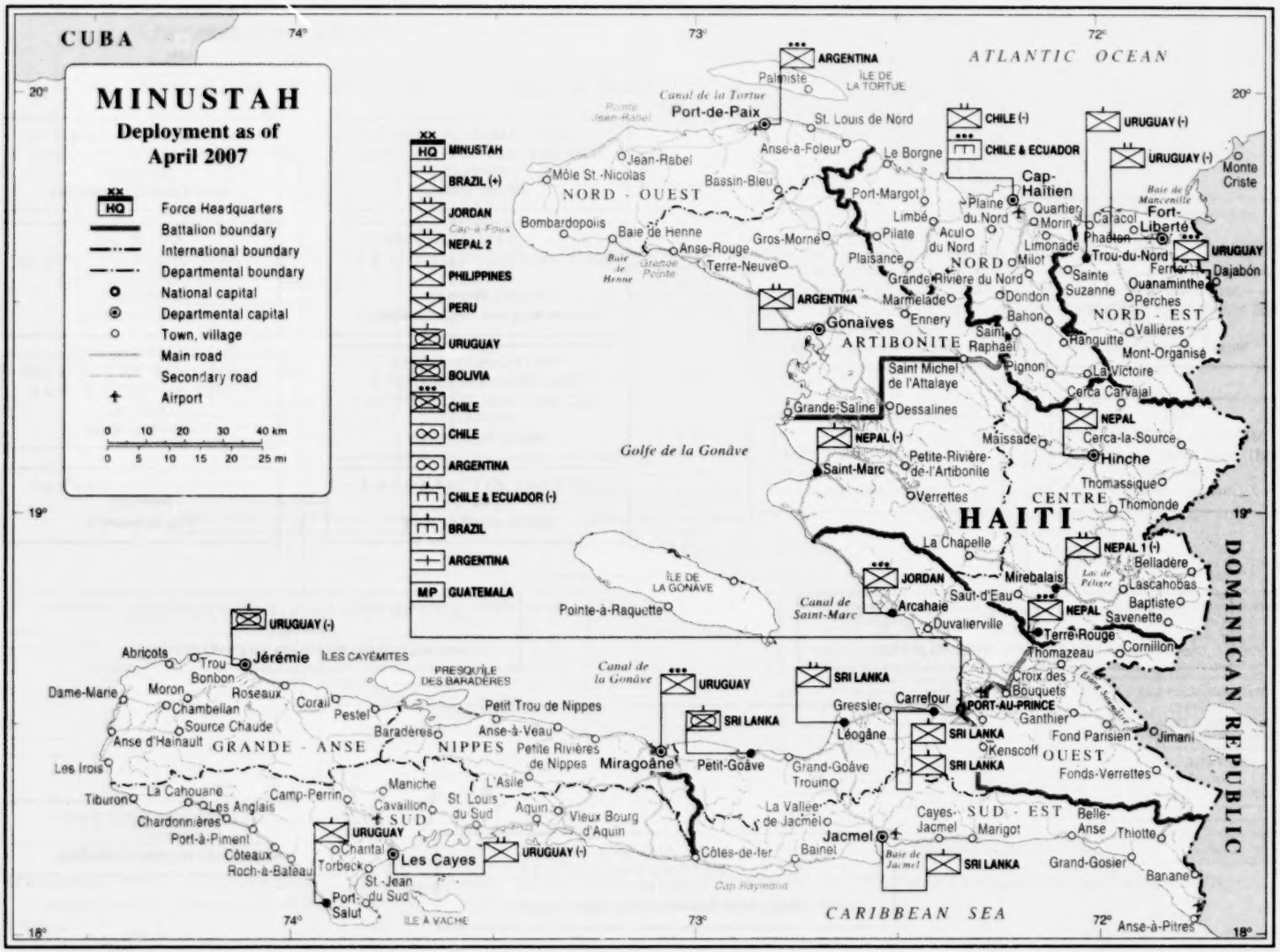
[c] Temporary.

[d] Redeployed from the Office of the Special Representative of the Secretary-General.

B. Division of Administration


Office of the Chief Administrative Officer
(24 posts)
1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 P-2, 7 FS, 1FS[a], 6 NS, 1 NS[a], 1 UNV[a]
Regional Administrative Offices
(34 posts)
3 P-3, 12 FS, 2 FS[c], 16NS, 1NS[c]
Office of the Chief, Integrated Support Services
(18 posts)
1 P-5, 1 P-4, 3 P-3, 4 FS, 1GS (OL), 5 NS, 3 UNV[c]
Office of the Chief, Administrative Services
(20 posts)
1 P-5, 2 P-4, 1 P-3, 3 FS, 2NO, 4 NS, 6 UNV, 1UNV[a]
Aviation Section
(29 posts)
1 P-4, 5 P-3, 6 FS, 11 NS, 6 UNV
Joint Logistics Section
(22 posts)
1 P-4, 4 P-3, 6 FS, 1 FS[c], 9 NS, 1 UNV[c]
Medical Section
(41 posts)
1 P-4, 1 P-3, 2 FS, 1 FS[c], 2 NO, 1 NO[c], 21 NS, 2 NS[a], 4 UNV, 6 UNV[a]
Engineering Section
(116 posts)
1 P-4, 6 P-3, 1 P-2, 18 FS, 2 FS[a], 2FS[c], 1 GS (OL), 6 NO[c], 46 NS, 6 NS[c], 19 UNV, 5 UNV[a], 3 UNV[c]
Transport Section
(156 posts)
1 P-4, 1P-3, 18 FS, 1 FS[a], 1 GS (OL), 2 NO, 67 NS, 29 NS[a], 7 NS[c], 29 UNV
Communications and Information Technology Section
(149 posts)
1 P-4, 2 P-3, 27 FS, 4 FS[a], 4 NO[c], 51 NS, 21 NS[a], 20 UNV, 13 UNV[a], 6 UNV[c]
Movement Control Section
(55 posts)
1 P-4, 1 P-3, 7 FS, 2 FS[a], 1 FS[c], 16 NS, 22 NS[a], 1 NS[c], 2 UNV[a], 2 UNV[c]
Supply Section
(59 posts)
1 P-4, 5 P-3, 17 FS, 4 FS[c], 2 GS (OL), 1 NO, 27 NS, 1 UNV, 1 UNV[c]
Personnel Section
(31 posts)
1 P-4, 2 P-3, 11 FS, 4 FS[a], 1 FS[c], 10 NS, 2 UNV
Finance Section
(36 posts)
1 P-4, 4 P-3, 1P-3[a], 10 FS, 1FS[a], 12 NS, 3 NS[a], 1 NS[c], 2 UNV, 1 UNV[c]
General Services Section
(417 posts)
1 P-4, 5 P-3, 2 P-2, 9 FS, 2 FS[a], 1 FS[c], 7 GS (OL), 1 NO[c], 375 NS, 5 NS[a], 7 UNV, 2 UNV[a]
Procurement Section
(22 posts)
1 P-4, 4 P-3, 2 FS, 2 FS[a], 2 FS[b], 2 FS[c], 6 NS, 3 UNV

[a] New.
[b] Reclassified.
[c] Temporary.



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Department of Peacekeeping Operations
Cartographic Section